Quarterly Meeting Briefing Book

Wednesday, May 1, 2019
10:00 AM to 2:00 PM

Pennsylvania School Boards Association
400 Bent Creek Boulevard
Mechanicsburg, Pennsylvania

Tom Wolf
Governor

Jeff Brown
Chair

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Meeting Agenda

Quarterly Meeting
Wednesday, May 1, 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, Chair Jeff Brown
- Approve October 23, 2018 Quarterly Meeting Minutes – VOTE
- Approve Recommended PA WDB Bylaws – VOTE
- Governor's Budget Updates
- Keystone Economic Development & Workforce Command Center
- Auditor General Workforce Development System Performance Audit
- 2020 WIOA Combined State Plan Timeline and Process
- PA WDB Annual Report
- Reminder: Annual Ethics Commission Statement of Financial Interest due May 1

10:30 AM   PA WDB Agency Updates
Presenters: Departments of Agriculture, Aging, Community and Economic Development, Corrections, Education, Human Services, Labor & Industry

11:00 AM   PDE Overview, Future Ready PA Index, K-12 School Guidance Plans, and Career Ready Skills
Presenters: Secretary Pedro Rivera, Julie Kane, and Laura Fridirici, PA Department of Education
Dr. Gennaro R. Piraino, Jr., Superintendent, Franklin Regional School District
Bill Thompson, Executive Director, Westmoreland/Fayette Workforce Development Board

11:45 PM   DHS Work Supports Initiative
Presenter: Secretary Teresa Miller, PA Department of Human Services

12:15 PM   Working Lunch

12:45 PM   Committee Updates
- Continuous Improvement, Chair Brian Funkhouser
  - Pennsylvania Workforce Development Policy: A Strategic Review, Christopher Manlove
- Career Pathways and Apprenticeships, Chair Julene Campion
- Industry Partnerships and Employer Engagement, Chair John "Ski" Sygielski, Ed.D.
- Youth, Chair James Kunz
  - Career Readiness Definition – VOTE
  - Presenter: Steve Herzenberg, Keystone Research Center

- Healthcare Workforce Ad Hoc, Chair Matt Yarnell
- Re-entry Ad Hoc, Co-Chair Jeff Brown

1:15 PM   Local Workforce Development Board Partner Updates
           Presenter: H. Patrick Clancy, President & CEO, Philadelphia Works

1:30 PM   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

1:45 PM   Public Comment Period

2:00 PM   Adjourn – VOTE

Next Meeting: Tuesday, August 13, 2019 at the Pennsylvania School Boards Association

Chair's Updates

Quarterly Board Meeting
Tuesday, October 23, 2018
10:00 AM to 2:15 PM

Pennsylvania School Boards Association
Pennsylvania A/B
400 Bent Creek Boulevard, Mechanicsburg, Pennsylvania

Meeting Minutes

Attendance

Members: Jeff Brown, Chair; Secretary Jerry Oleksiak; Secretary Pedro Rivera; Deputy Secretary Eileen Cipriani; Deputy Secretary Carrie Amann; Representative Ryan Mackenzie; Representative Morgan Cephas; James Kunz; Jessica Trybus; Pat Eiding; Idayat Adewunmi; Frank Sirianni; Pete Klein; JoAnne Ryan; Jodi Pace; Gregg Riefenstahl; Julene Campion; Christopher Hackett; Ron Kratofil; Dionne Wallace Oakley; James Harper, Jr.; Robert Scaer; Marguerite Kline; Tim Bean; Carol Kilko, for Secretary Dennis Davin; Christian Stephens, for Secretary John Wetzel; Eric Kratz, for Kim Ward; David Miles, for Secretary Teresa Osborne; Scott Sheely, for Secretary Russell Redding

Presenters: Chair Brian Funkhouser, Continuous Improvement; Chair Julene Campion, Career Pathways and Apprenticeships; Chair John "Ski" Sygielski, Industry Partnerships and Employer Engagement; Chair James Kunz, Youth; Chair Jeff Brown Re-entry Ad Hoc; Robert Reed, Charla Plaines, and Jeff Abramowitz, PA Re-entry Council; Dan Fogarty, Berks Local Workforce Development Board; Jesse McCree, South Central Workforce Development Board; Cathy Rychalsky, Lancaster Workforce Development Board

Staff: Allison Jones, James Martini, Michael Leister, Cornelius Chachere, and Mary Hoskins

Welcome, Introductions, and Chair's Updates
Chair Brown called the Quarterly Meeting to order at 10:05 AM.

Chair Brown sought a motion to approve the agenda.

> **MOTION:** Mr. Hackett moved to approve the August 15, 2018 agenda. Mr. Scaer seconded the motion. The motion passed unanimously.

Chair Brown sought a motion to approve the minutes from August 15, 2018.

> **MOTION:** Mr. Hackett moved to approve the August 15, 2018 minutes. Mr. Scaer seconded the motion. The motion passed unanimously.

Chair's Updates-Deputy Secretary's Report
PA Department of Labor and Industry (L&I) Deputy Secretary Eileen Cipriani provided a brief quarterly update based on the written report included in the briefing book. Deputy Secretary Cipriani noted the Workforce Development Deputate was honored to be awarded a Trade and Economic Transition

Dislocated Worker Grant for $8 million from the U.S. Department of Labor. In addition, the Bucks Workforce Development Board received a $1.7 million grant and Partner4Work received a $7.8 million grant.

Deputy Secretary Cipriani said the Pennsylvania Apprenticeships and Training Office (ATO) hosted a summit in September 2018 with 400 participants. The purpose of the summit was to provide employers and apprenticeships stakeholders with information and resources to build pre-apprenticeships and registered apprenticeships programs. Deputy Secretary Cipriani thanked Eric Ramsay and Sara Gligora, ATO staff, for their efforts organizing this successful event.

Deputy Secretary Cipriani highlighted the Biz Works initiative, a new layoff aversion strategy modeled after a similar program in Massachusetts. BizWorks will provide resources to businesses throughout their life cycle to upskill their existing workforce to help the businesses grow and retain talent in Pennsylvania.

Deputy Secretary Cipriani provided an update on the media campaign from the spring of 2018. Deputy Secretary Cipriani noted a significantly increased the traffic on both the PA CareerLink® online site and centers. She noted there is an interest in continuing the media campaign.

Deputy Secretary Cipriani acknowledged the Team Pennsylvania Foundation for their partnership with the commonwealth on workforce initiatives, including by funding 41 STEM projects across the commonwealth.

Lastly, Deputy Secretary Cipriani highlighted the upcoming Teacher In The Workplace grants, which will provide $2.5 million in grants to connect educators and school districts directly to businesses. These grants allow businesses to share their workforce needs with educators, who then incorporate this information into their curriculum to prepare students for the workforce.

Committee Updates-Continuous Improvement
PA WDB Director Allison Jones provided an update on behalf of Chair Brian Funkhouser. The Continuous Improvement Committee met to review the goals and sub-goals the WIOA Combined state plan to identify measures that might be included on a dashboard of performance metrics related to the commonwealth's progress in implementing WIOA. The PA WDB is also partnering with the Center for Workforce Information and Analysis to develop an online data visualization tool for the Next Generation Industry Partnership program. The tool will include a map of partnerships and summary level data about each one. Eventually the dashboard will also include the statewide metrics for each partnership.

Committee Updates-Healthcare Workforce Ad Hoc
PA WDB Director, Allison Jones, provided an update on behalf of Chair Matt Yarnell. In September 2018, the committee met in-person to discuss the findings of the former PA Center for Health Careers, which included recommendations on how to improve the quality and meet the demands of the health care workforce. The committee will be developing a crisis statement to clearly describe the current challenges facing the direct care workforce.

Committee Updates- Industry Partnerships and Employer Engagement
PA WDB Director, Allison Jones, provided an update on behalf of Chair Ski. The committee is developing a survey for PA WDB members to better understand how employers and other organizations are using

the public workforce development system, to inform the committee's work around how to improve and encourage employers to use the system.

Committee Updates-Career Pathways and Apprenticeships
Chair Julene Campion noted the committee did not meet in the last quarter, but is working behind the scenes on several initiatives to bring to the committee in the coming months. The committee is working on a shared definition of career pathways for workforce development stakeholders and visuals to illustrate the definition and career pathways model in Pennsylvania. The committee will also be conducting an inventory of existing career pathways initiatives that are consistent with the WIOA definition of career pathways.

Committee Updates-Youth
Chair James Kunz noted that the Keystone Research Center (KRC) is conducting an inventory of pre-apprenticeship programs across the commonwealth. KRC will interview nine existing pre-apprenticeship programs, and sent a survey to Local Workforce Development Boards and other stakeholders. There is a summary of KRC's initial findings in the briefing book. In October, PA WDB and L&I also hosted a session at the Pennsylvania Workforce Development Association Symposium, and the session revealed that workforce development stakeholders are looking for statewide leadership on youth and career pathways, at both the programmatic and systems levels. The committee will be working on developing a definition of career readiness, which is a sub-goal in the WIOA Combined State Plan.

Committee Updates-Re-entry Ad Hoc
Chair Jeff Brown announced the committee has developed a formal partnership with the PA Re-entry Council (PaRC) out of the Attorney General's Office, as both initiatives overlap on workforce development. Chair Brown announced that PaRC member Jeff Abramowitz will co-chair the PA WDB Re-entry Ad Hoc Committee.

Mr. Robert Reed, Executive Deputy Attorney General, provided an overview of the PA Re-entry Council, which was created by Governor Wolf and Attorney General Shapiro in April 2017. PaRC is looking forward to combining our efforts to address barriers to employment for individuals returning to their communities after leaving a correctional facility. Mr. Reed noted these individuals often experience difficulties finding work. Mr. Reed said there are 27 local re-entry coalitions with both federal, state, local, and community partners working on re-entry issues. The goal is not only to reduce recidivism, but also create a better transition from prison back into the community by creating opportunities for education, training, and jobs.

Ms. Charla Plaines, PaRC Re-entry Coordinator, thanked the PA WDB and provided an overview of her experience working on re-entry issues, including her 29 years of service at the Pennsylvania Commission on Crime and Delinquency, before joining PaRC. There are consistent barriers that returning citizens face, including employment, education, housing, transportation, and behavioral health, among others. There is a lot of value in individuals returning from prison and focusing on developing their skills to prepare for jobs that can support their family and not have to worry about returning to prison.

Mr. Jeff Abramowitz, PaRC member and committee chair, is also the Executive Director for Re-entry Services at JEVS Human Services in Philadelphia. He shared his five-year experience in the federal prison system and as a returning citizen. His passion now is helping men and women that are coming home find gainful employment and sustainable wages that give them a future in Pennsylvania and throughout the

country. He noted that thousands of Pennsylvanians and millions of Americans have criminal backgrounds, and that he is excited to work with PaRC and PA WDB to address re-entry issues. The Governor is really dedicated to doing something about re-entry at the state level, especially around employment through the PA WDB.

PAsmart Grant Framework, Chair Brown and Allison Jones
Chair Brown noted that the PAsmart Ad Hoc Committee met to develop a framework for PAsmart Grants. Chair Brown noted that the Enacted Budget for 2018-19 included $30 million in PAsmart grants.

PA WDB Director, Allison Jones, provided an overview of the PAsmart grants, including $20 million for Computer Science and STEM education, $7 million for pre-apprenticeship and registered apprenticeships, and $3 million for Next Generation Industry Partnerships. As part of the appropriation, the Fiscal Code language said that agencies should allocate PAsmart resources based on the recommendations of the PA WDB. Given the PA WDB's role in inter-agency coordination, the PA WDB was a natural fit to develop recommendations for how to allocate PAsmart resources.

Director Jones indicated that the PAsmart Framework Principles and Funding Priorities was on page 33 of the briefing book. The committee developed principles and funding priorities that align with the Governor's strategic vision for workforce development and the WIOA Combined State Plan. The PAsmart Framework is focused on data-driven innovation, cross sector collaboration, equity, diversity, inclusion, leveraging existing resources, and building capacity for organizations to support this work.

The PAsmart Ad Hoc Committee reviewed the PAsmart Framework and provided feedback, including around allowable uses of funds, eligible applicants, and how we reach our target populations. The PAsmart Ad Hoc Committee unanimously supported the PAsmart Framework and recommends approval by the PA WDB.

Deputy Secretary Amann said the Governor's Office is excited about this next step of the PAsmart initiative and for state agencies to collaborate on developing the PAsmart Framework, both operationally and financially. The PAsmart Framework demonstrates how agencies can partner to ensure resources are invested strategically and efficiently. We anticipate releasing a Request for Proposals soon and allocating these resources quickly so funding gets out to the communities that really need it.

Chair Brown sought a motion to approve the PAsmart Framework Principles and Funding Priorities.

> **MOTION:** Mr. Harper moved to approve the PAsmart Framework. Ms. Wallace Oakley seconded the motion. The motion passed unanimously.

PAsmart Public Comment Period
Chair Brown noted that PAsmart was not controversial because there were no public comments. Chair Brown said he was looking forward to seeing the money get out the door and help people.

Finalize Next Generation Industry Partnership Statewide Metrics, Allison Jones
PA WDB Director, Allison Jones, presented the final Next Generation Industry Partnerships statewide metrics on behalf of Chair Ski, Industry Partnership and Employer Engagement Committee,

The statewide metrics will evaluate the effectiveness and impact of industry partnerships across the Commonwealth. Ms. Jones noted that the metrics have not changed much since the PA WDB got a preview at the previous meeting, but also noted they are organized by impact on workforce, education, economic development, and partnerships to emphasize the program's focus on cross-sector collaboration.

Since then, the committee engaged workforce development stakeholders in a second round of input and received great feedback from local partners. Once the metrics are approved by the PA WDB, staff will continue to engage Local Workforce Development Boards and business champions on the best way to gather information on the statewide metrics, which will likely be done by survey. Ms. Jones noted that this is just the first round of metrics, that the PA WDB will learn whether these are the right metrics over time, and there is an opportunity to add additional metrics as needed.

Chair Brown noted that Next Generation Industry Partnerships are relatively new and asked if this is the first time the PA WDB is approving official metrics related to this program.

Deputy Secretary Cipriani responded that this is the first time we will have Next Generation Industry Partnership metrics. She noted there are 15 funded partnerships and 19 total partnerships, and they are in various stages of implementation. We changed the measures over time based on feedback from partners, including when we hear feedback through traveling extensively across the commonwealth.

Secretary Oleksiak agreed that when he travels, he hears that people are excited about Next Generation Industry Partnerships and these measures will help measure their impact. He also noted that the program is more responsive to what businesses want, as opposed to telling businesses to use existing public programs.

Chair Brown sought a motion to approve the statewide metrics.

> **MOTION:** Mr. Hackett moved to approve the statewide metrics. Mr. Eiding seconded the motion. The motion passed unanimously.

Local Workforce Development Board Partner Updates
Chair Brown announced the PA WDB will have a standing agenda item at Quarterly Meetings to hear from Local Workforce Development Boards. This is an opportunity for our local partners to share the innovative work they are doing at the local level.

Mr. Dan Fogarty, Berks County Workforce Development Board, presented on how Berks County approaches employer engagement through sector strategies. Mr. Fogarty provided two handouts: the list of priority sectors the Berks County LWDB approved in June 2017 and a retention/layoff aversion strategy for the advanced manufacturing sector.

Mr. Fogarty provided an overview of the labor market in Berks County. The current seasonally-adjusted unemployment rate in Berks County is 4.2 percent and that 65 percent, or two-thirds, of Berks County residents live and work within the county itself. Berks County is also home to the City of Reading. Reading is the fifth largest city in the commonwealth and going through a lot of change which creates a lot of opportunity for the local board. Reading's population is now two-thirds Hispanic, which is much

younger and economically challenged than the balance of the county. Reading's unemployment rate is higher than the county as a whole, at about 6.7 percent.

Mr. Fogarty described Berks County's sector-based approach to employer engagement, which allows the board to better prioritize their work by listening to business needs, helps break down silos and barriers with all the different partners that are working with the employers, and because the approach has proven effectiveness. He said Berks County's previous work in sector-based strategies has set the foundation for Next Generation Industry Partnerships in the region.

Mr. Fogarty then highlighted the importance of the manufacturing sector in Berks County. In Berks County, manufacturing has a location quotient of 2.04, meaning Berks County has twice the concentration of manufacturing firms than as the country as a whole. He said that Berks County has 500 manufacturing employers and stable employment projections with 32,000 projected jobs in manufacturing by 2025. He said that while manufacturing will continue to remain the largest sector, they are not seeing a lot of job growth. He noted that Berks County and its manufacturing sector has an aging workforce. Currently, 52 percent of workers are age 45 or older, a quarter are 55 or older, and they are now retiring in large numbers. Berks County alone will have to find 7,000 new workers in the manufacturing sector just to replace retiring workers.

Mr. Fogarty explained Berks County's sector-based approach will be necessary to fill positions in the manufacturing sector. They have also used $100,000 of their WIOA Title I funds for Incumbent Worker Training and last year they used $50,000 in Rapid Response layoff aversion funds to upskill 105 workers.

Chair Brown asked Mr. Fogarty if there is another sector, besides manufacturing, that is Berks County's focus. Mr. Fogarty responded that Berks County also focuses on construction, health care, social assistance, and, transportation, warehouse, and logistics. Agriculture is a very important legacy industry in Berks County and although it doesn't employ a high number of workers, it has a significant economic and cultural impact in Berks County. Fogarty noted that the region from Lancaster through Berks County and Lehigh Valley along Route 222 has a heavy concentration of a food industry manufacturing, is tied to our geographical proximity to major markets in the East Coast.

Deputy Secretary Amann asked Mr. Fogarty to elaborate on the recovering versus sustaining industry approach, and why Berks County has divided its focus industries in that way. Mr. Fogarty noted that the sustaining industry of health care, provides jobs, but it doesn't have the same kind of economic spin-off effects that wealth and goods-producing industries like manufacturing and construction have. Therefore, by comparison, construction is a smaller industry, but has a higher economic impact. Health care is largely a service industry, so the economic impact stays in the county, compared to construction and manufacturing that bring in resources from outside of Berks County. . are kind of moving around within the county, whereas construction and manufacturing bring dollars in from the outside.

Mr. Eiding asked if the construction industry is more residential or commercial in Berks County. Mr. Fogarty replied that there are not very many large commercial contractors in Berks or the surrounding counties of Chester, Lancaster, or Montgomery. Mr. Fogarty continued that the strongest apprenticeship programs in Berks County, on both the union and non-union side, are in the building and construction trades.

Chair Brown commented that Lehigh County's logistics industry is experiencing recruiting challenges and asked Mr. Fogarty if Berks County collaborates with Lehigh County on this issue. Mr. Fogarty responded that Berks County does not refer its customers from Reading to the Lehigh Valley. Ms. Nancy Dischinat, Leigh Valley Workforce Development Board, noted distribution centers are now referred to as fulfillment centers, and that the Lehigh Valley recruit's workers in this industry from Philadelphia and Southeast Pennsylvania. Ms. Dischinat noted that Amazon, FedEx, and iHerb are collectively recruiting over 3,500 workers. The Lehigh Valley held a job fair for these companies and 705 people attended. Ms. Dischinat also noted they talk candidly with employers about raising their wages to recruit, retain, and create growth opportunities within their workforce.

Mr. Sirianni asked for the average starting salary for an entry level position in the manufacturing and transportation industries, and if fulfillment center positions are temporary and/or seasonal. Mr. Fogarty responded that wages grow outside of Reading and an entry level position in manufacturing ranges from $15 to $20 per hour, with transportation starting wages slightly lower. Ms. Dischinat added that fulfillment centers offer full-time permanent employment, and are trying to provide additional benefits to retain workers for an additional year.

Jesse McCree, South Central Workforce Development Board, presented on how they integrated business services across workforce and economic development partners in the region. With eight counties, there are many chambers, PREP partners, and other state and local partners to coordinate. South Central started sharing data on programs and services among these partners, especially with economic development and business partners, while also asking how the Local Workforce Development Board could help them do their business better.

South Central also selected an economic development partner through a competitive process to serve as the one-stop operator of the PA CareerLink® and has added dedicated staff to serve as a liaison between workforce development, economic development, and the business community. The business services team in the PA CareerLink® also works directly with economic development partners, so all their work is done in concert. When the business services team meets with a new business, it includes economic development partners.

Finally, South Central was awarded an Engage! grant through DCED, which provided dedicated resources to implement a fully integrated business services team across workforce and economic development. These resources also support South Central's use of Executive Pulse, DCED's economic development database. With the operator liaising between partners and the integrated business services team, their job placements are more coordinated and improving.

Chair Brown asked how many Local Workforce Development Boards work directly with their economic development counterparts. Deputy Secretary Cipriani responded that all boards do a good job working with their economic development partners.

Cathy Rychalsky, Lancaster Workforce Development Board, presented about Skill Up Lancaster, a new initiative that connects residents of Lancaster County with access to free online courses. The initiative is a partnership between the board, Lancaster Chamber, and Community Action Partnership. They collectively recognized an increasing number of people who could be in the workforce, but needed additional skills to prepare for certain jobs. The platform offers over 5,000 courses to strengthen a

variety of skills. Ms. Rychalsky played a brief video created by the Lancaster Chamber describing the initiative the business community.

Ms. Rychalsky emphasized that anyone in Lancaster County, job seekers and employers, can access the platform remotely without having to visit the PA CareerLink®. If a specific training is required by an employer, a job seeker can take a course and receive a credential/certification that they are proficient in the Microsoft Suite or program management, for example. Skill Up Lancaster is similar to PA CareerLink® online in that it is a conduit for the Local Workforce Development Board to work with the chamber in connecting with the business community. The local SHRM chapter has also partnered with the board and the school district to use the Skill Up Lancaster platform to identify and address essential skills and trainings. To date, Skill Up Lancaster as issued over 2,800 licenses and participants have completed over 9,500 courses.

Mr. Kunz questioned the method utilized to measure the success of Skill Up Lancaster, and Mr. Eiding follow up asking if Skill Up is focused on specific industries. Ms. Rychalsky responded that the Skill Up approach with coordinates WIOA customers and includes eleven different career paths. She also noted that Skill Up is not meant to replace WIOA or PA CareerLink®, but complement existing efforts as an additional resource. It is a great option for individuals that have not been in school or the workplace in a while or may need a skills refresher.

Representative Mackenzie asked if other counties and Local Workforce Development Boards could access and fund this resource. Ms. Rychalsky responded that Skill Up Lancaster purchased this initiative through a Metrix System, with 25,000 online courses. Ms. Rychalsky also recommended that if others explore this platform, including the state, that the PA Department of Education inform the courses offered. People in Lancaster County are taking advantage of this free platform. Mr. Fogarty added that he will be inviting representatives from Lancaster County to present to a committee on this initiative.

Mr. Kratofil applauded Ms. Rychalsky for using Skill Up Lancaster as a way to address the soft skills issue, and asked how an individual identifies their own interests and abilities, develops their own personal career plan, connects that career plan with a high-priority occupation? Ms. Rychalsky emphasized they are adding additional programs for middle and high school students that districts identify could benefit from a plan. The PA CareerLink® asks them about their employment and educational background, identifies transferrable skills, and explores their career interests. Lancaster uses a career navigation model, which is a great way to identify a career pathways and utilize the Skill Up initiative. Lancaster also has career counselors in the field working with students to develop a plan before leaving high school.

Ms. Erica Mulberger, Central Workforce Development Board, requested that if the state pursues a program like Up Skill Lancaster, there should be an education and outreach component so businesses recognize credentials.

Chair Brown asked about funding for K-12 School Guidance Plans (formerly 339 Plans) and the ways they help students pick a career. Secretary Pedro Rivera, PA Department of Education, said the department will launch, under direction from the Governor, the Future Ready PA Index in November. This is a new education accountability tool to identify college, career, and community ready factors by school and district. The index will be a community dashboard with specific indicators, broken down by demographically, so Pennsylvanians can compare performance to other schools and districts. The

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dashboard will also share whether a district has a completed K-12 School Guidance Plans and serve as an enforcement mechanism to ensure these plans are in place.

Secretary Rivera noted these plans will be evaluated for college and career readiness. All students, schools, and districts have access to PA Career Zone, an online interactive tool with career exploration and awareness resources. Secretary Rivera continued that the Future Ready PA Index and its focus on workforce is a point of pride for Pennsylvania, which has the distinction of being the only state in the country focusing on career readiness as early as elementary school. Secretary Rivera emphasized that the Governor is directly involved in this work and career readiness is a priority.

General Public Comment Period
Chair Brown opened the floor for public comment.

Mr. Eiding noted that pre-apprenticeship and registered apprenticeship programs are looking for active outcomes and ensuring that programs prepare participants with the skills they need and connect them with jobs. Chair Brown asked if programs measure job success. Deputy Secretary Cipriani responded that apprenticeship programs track outcomes using the federal RAPIDS system, which includes completion rates but not job connections. L&I is in the process of connecting RAPIDS with the Commonwealth Workforce Development System CWDS), to measure other outcomes like wage increases and co-enrollment with other WIOA programs, but that is scheduled for a future release cycle. Deputy Secretary Cipriani said she would follow up with the board on this initiative.

Secretary Rivera noted the Governor's goal that by 2025, 60 percent of Commonwealth residents will have attained an industry certificate, a two-year degree, or a four-year degree, with a focus on underrepresented communities and those that have not traditionally attained credentials. Secretary Rivera continued that in the past, students selected their pathway in the traditional model of K-12 education and now students are asked to assess their skills and interests. The K-12 School Guidance Plans will integrate these career exploration and awareness activities earlier on, connect these experiences will math, literacy, and science coursework, and align with the career pathways model. This approach will incentivize career and technical education programs, dual enrollment, and expose students to their career options earlier so their learning in school is more relevant to their long-term career interests and success.

Representative Cephas asked if there is a national model we should be looking at and how partners are helping with this process? Secretary Rivera responded that Pennsylvania created this model from K-12 through the higher education continuum. He continued that the state just started focusing on STEM education about two years ago and Pennsylvania is now ranked third in the number of STEM ecosystems nationally.

Secretary Oleksiak added that if you move away from such a strong emphasis on standardized testing, teachers would much rather take their kids to see a career and technical education center, for showing them local manufacturing plants, or what an apprenticeship is like. The K-12 School Guidance Plans are relatively new and it's going to take some time to change the culture of schools, but this is a positive step in the right direction.

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Pennsylvania Workforce Development Board
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Deputy Secretary Amann added that the Governor has a vision to re-imagine the PA Workforce Development Board and to work across agency, program, and systems to identify funding gaps and break down silos. There is a lot of great existing work happening and we need to a better job of lifting up this good work. This board is really a cross-sector, cross-agency collaborative of the partners we need to engage around this work, to be a true policy advisor.

Adjournment
Chair Brown thanked Board members for their participation and encouraged member attendance at the February 12, 2019 meeting, as the board will need to approve updated bylaws that require the support of 75 percent of members.

> **MOTION:** Mr. Kunz moved to adjourn the meeting. Ms. Trybus seconded the motion. The motion passed unanimously.

The meeting adjourned 12:18 PM.

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BYLAWS
For vote for recommendation to the Governor on May 1, 2019

Article I: Purpose

The Pennsylvania Workforce Development Board (Board) is the Governor's business-led, industry-driven policy advisor on building a strong workforce consistent with the Commonwealth's education and economic development goals.

The Board's mission is to ensure Pennsylvania's workforce development system, across programs and agencies, helps jobseekers advance their careers and economic standing, and helps employers connect with skilled workers. The Board is responsible for recommending policies and strategies to support the continuous improvement of the workforce development system, including system collaboration, innovation, alignment, effectiveness, and accountability.

Article 2: Membership and Functions

The membership and functions of the Board must be consistent with relevant federal and state laws, policies, regulations, and guidance, including but not limited to, the Workforce Innovation and Opportunity Act (WIOA); 20 CFR 679 Subpart A (relating to State Workforce Development Boards); U.S. Department of Labor Training and Employment Guidance Letter (TEGL) No. 26-14, the Pennsylvania Workforce Development Act, and Executive Order 2018-04, as amended.

The Governor may appoint additional members beyond the minimum requirements of federal and state law. All Board members appointed by the Governor shall serve at the pleasure of the Governor. Members may only represent one membership category at a time. The Board's membership shall reflect the diversity of the Commonwealth.

Nomination Process: The Governor shall appoint members nominated by relevant workforce development stakeholders, including business and labor organizations. The Board's executive director will notify the Governor if a member resigns or is no longer serving on the Board.

Chair and Vice-Chair: The Governor shall designate, to serve at the Governor's pleasure, a member from the private sector to serve as chairperson of the board and one government representative to serve as vice chairperson of the board.

Terms: Members shall serve staggered terms of three years, to ensure only a portion of the Board's membership will expire in any one year, or until a successor is appointed or reappointed. The Governor and members of the Governor's cabinet are not subject to terms.

Duties, Responsibilities, and Expectations: Members must be willing to accept the following duties and responsibilities consistent with relevant federal and state laws, policies, regulations, and guidance listed above, including but not limited to:

1. Support the development and implementation of Pennsylvania's WIOA Combined State Plan and the Commonwealth's workforce development goals and initiatives.

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2. Be generally familiar with Pennsylvania workforce programs, and the laws and policies that govern them.

3. Provide strategic guidance on the Board's goals and initiatives.

4. Connect with workforce development stakeholders, including elected officials; business leaders; labor leaders; workforce, education, and economic development leaders; and philanthropic partners to encourage their involvement in the Commonwealth's workforce development initiatives and emphasize the importance of strategic investments in workforce development.

5. Connect with the leaders of new business enterprises in Pennsylvania to help them understand and become familiar with Pennsylvania's workforce and educational systems.

6. Actively participate on at least one Board standing or ad hoc committee.

7. Attend at least three Quarterly Meetings every year.

8. Complete all required state Ethics and Financial Disclosure forms annually.

9. Advise the Board of any potential conflicts of interest, request guidance from the Board if a potential conflict of interest is identified, and recuse themselves or abstain from official Board deliberations and votes in a decision-making capacity if a conflict of interest is confirmed.

Article 3: Committees

The Board may create standing and ad hoc committees to fulfill its mission, duties, and responsibilities. Standing committees are permanent and focus on long-term systems change. Ad hoc committees are temporary and focus on short-term focused goals. Committee chairs are appointed by the Board's chair, in consultation with the executive director and the Secretary of the PA Department of Labor & Industry.

An executive committee that includes representation from the private sector may be established and authorized under the board to fulfill the board's responsibilities.

Article 4: Meetings

Attendance: Members are expected to attend all Quarterly Meetings. If a member misses more than two meetings in a calendar year, or more than three meetings over a three-year period, the member shall be removed from the Board, unless the chair determines the absences were caused by extenuating circumstances.

Absences: If a member is unable to attend a Quarterly Meeting in person, the member may select an alternative designee to attend on their behalf. The alternative designee's appearance shall count toward the member's attendance requirements and toward determining if a quorum is present. If the alternative designee is a business representative, he or she must have optimum policy-making authority. Any other alternative designee must have demonstrated experience, expertise, and optimum policy-making authority.

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Quorum: A quorum for Quarterly Meetings shall consist of a simple majority of members and alternative designees present. A member who is not present and who does not have an alternative designee attending on their behalf, may vote on a motion made at the meeting by proxy, but that member will not be counted when determining whether a quorum is present.

Voting: The Board must have a quorum at Quarterly Meetings to act on any formal motions offered in person. If a Board member is unable to attend a Quarterly Meeting but wishes to participate in a vote taken at that meeting, the member may vote on formal motions in one of two ways:

1. **By alternative designee:** A member may vote through an alternative designee in attendance.

2. **By proxy:** A member may vote by submitting a proxy ballot (Attachment 1) prior to the Quarterly Meeting, designating another member in attendance to exercise their voting authority.

Technology: The Board may hold Quarterly Meetings and conduct business through web-based meetings or by telephone, as long as the Board complies with the Pennsylvania Sunshine Act.

Article 5: Sunshine Act

The Board shall adhere to the provisions of the Pennsylvania Sunshine Act, which requires agencies to deliberate and take official action on agency business in an open and public meeting, and requires that the agency provide at least 3-days advance notice of regular public meetings. The notice shall include the date, time, and location of the meeting.

Additionally, the Board shall make available to the public, on a regular basis through electronic means and open meetings, information regarding the activities of the Board, including information on:
- The Board's membership;
- The Board's Quarterly Meetings;
- Quarterly Meeting minutes; and
- The WIOA Combined State Plan or modification to the State Plan, prior to submission of the plan or modification;
- These Bylaws.

Article 6: Code of Ethics and Conflict of Interest

To ensure that Pennsylvanians have complete confidence in individuals serving on state boards, members must abide by the following by guidelines as required by Pennsylvania state law and policies, and WIOA.

The Pennsylvania State Ethics Commission (Commission) requires all members to complete a Statement of Financial Interest (SFI) form on an annual basis for each year of Board service and for the year after the conclusion of a Board member's service. Information on the SFI requirement, the state Public Official and Employee Ethics Act, and the state Right-to-Know law is available at www.ethics.pa.gov or by contacting the Commission.

Members must also be cognizant of any potential conflict of interest and act to mitigate any potential or confirmed conflict of interest.

Article 7: Restricted Activities

No member of the Board shall:

A. Cast a vote or participate in any decision-making capacity on any matter before the Board:

   a. Regarding the provision of services by a member or by an entity that member represents; or

   b. That would provide direct or indirect financial benefit to the member or the immediate family of the member.

B. Engage directly or indirectly in any business transaction or arrangement for profit which accrues from or is based upon the member's official position or authority on the Board.

C. Participate in negotiation of contracts or grants or any decision to award contracts or grants, the settlement of any claims or charges in any contracts or grants, the certification of any eligible providers, the establishment of any designation of local workforce investment areas or the establishment of any one stop delivery systems, with or for any entity in which he or she has a financial or personal interest.

D. Be placed in a WIOA employment activity if a member of that person's immediate family is directly supervised by or directly supervises that individual.

E. Engage in any other activity determined by the Governor to constitute a conflict of interest as specified in the State plan.

No member of the Board shall represent or act as an agent for any private interest, whether or not for compensation, in any transaction in which the Board has a direct and substantial interest, and which could be reasonably expected to result in a conflict between a private interest of the Board member and his official Board responsibility.

Article 8: Removal

1. If, after an investigation, the Board determines a member has violated the Code of Ethics or the Board's bylaws, it may recommend to the Governor that the member be removed from the Board.

2. The Governor has the authority to remove a member of the Board for violating the Code of Ethics, the Board's bylaws, or for just cause, with or without the recommendation of the Board.

Article 9: Resignation

If a member wishes to resign, the member must submit their resignation to the Governor and the Board's executive director in writing. The executive director will recommend new member candidates to the Governor for consideration in filling vacancies.

Article 10: Amendments

Any recommended amendment to these bylaws requires approval by a super majority of at least sixty percent.

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PA WDB Agency Updates

PA Department of Aging

Issue/Topic: SCSEP Targets and Goals

This program year is the first year that the Senior Community Service Employment Program has aligned their employment goals with WIOA standard requirements. We were concerned that the new measures would not effectively measure the SCSEP, but I am pleased to report that we are on target to meet or exceed every program goal or target. We have provided services to 628 participants so far this program year which is 144% of SCSEP maximum enrollment. This is accomplished by striving to exit participant into employment in 15 months or less. 253 of the participants have exited the program this program year with 101 participants exiting due to employment. This 2nd quarter employment rate of 48% is 15% higher than our placement target. Furthermore, 41% 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 before the end of the program year.

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PA Department of Agriculture

During the first 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 for the first time on January 4, 2019 with a follow-up meeting on March 20. The Commissioners heard from the Executive Director of the National Association of Agriculture Educators at the second meeting. A budget was approved as was a meeting schedule for the remainder of the fiscal year (May 10 and June 10-11). A report to the Governor and General Assembly regarding the Commission activities is due May 1, 2019.
- As a Department offered the 103rd Pennsylvania Farm Show which has a variety of career and educational offerings related to ag and food careers from January 5-12, 2019. The Ag 101 stage offered almost 100 30-60 minute programs during the Week with topics ranging from drones to canning sauerkraut to raising all varieties of animals and plants. January 10 was Veterans and Active Military Day where the Department recognized the role of veterans in agriculture.
- Throughout the quarter, staff worked on the curriculum design needed to implement the apprenticeship for Agriculture Equipment Service Technicians as well as gathering the initial input to put together a task list for the Horticulture Technician apprenticeship. The staff finished an assessment of schools interested in offering a pre-apprenticeship to actually teach the content. The sponsor did considerable work on the website 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 Sustainable Agriculture Association will be the contractor.
- Special Assistant Scott Sheely has been the staff representative to the newly-reformed Pennsylvania Environmental Education Advisory Council, a joint project of PDE, PDA, DCNR, and DEP. Council representative presented at the March 18 meeting of the PA Association of Agriculture Educators about the purpose of the Council. Staff visited the Riverbend Environmental 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.

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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 was fully implemented in the fall of 2018. This program is to ensure that inmates are provided an opportunity to become job ready through the use of education, vocational programming, inmate employment, Correction Industries, and reentry. The DOC also has implemented 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.

So far, Pathway to Success has successfully enrolled 3,708 inmates with 2,280 completing the program for a 61.6% completion rate.

Partnerships with Other Agencies

The DOC is working with L&I 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 we will provide additional details during our next quarterly report-out.

In addition to the training to Business Service Teams, we will work with L&I to develop an Employer Toolkit to assist employers on overcoming the myths of hiring reentrants and how to navigate the benefits.

Articulation Agreements

We are partnering with the Community College of Allegheny County for construction, 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.

Provided Offender Workforce Development Specialist Training

Since 2010, the DOC has training 163 DOC, PBPP, BCC & L&I participants. This training prepares individuals to assist the reentrant population in finding and maintaining employment. We continue to conduct training with the most recent being on April 15, 2019.

PA Department of Community and Economic Development (DCED)

Keystone Economic Development and Workforce Command Center
Governor Wolf first announced the Command Center in his budget address earlier this year and it was formally created by Executive Order on February 19, 2019. The Command Center is a public private partnership with an unprecedented focus on workforce development in the Commonwealth. Understanding the challenges PA businesses are facing with obtaining a skilled workforce and the pending and imminent retirement boom, Governor Wolf signed an executive order creating the command center with the purpose of finding real time solutions to real time workforce problems. The center will work to address Pennsylvania's workforce challenges to:

1. Match current available workforce programs with employers and talent needs to close the skills gap and create the best workforce in the nation
2. Recommend action to reduce or eliminate impediments to employment
3. Further advance current collaboration between agencies to solve complex workforce problems.

The Command Center meets weekly and Governor Wolf kicked off the first meeting. The Command Center is staffed by DCED.

Next Generation Sector Partnerships
- **PAsmart awards**: DCED, L&I and PDE reviewed applications for Next Gen Partnership awards through PAsmart funding.
  - **Convening Grants**: 15 grants were awarded to help partnerships with the convening activities associated with a partnership. Eleven grants were made to new partnerships. The industry sectors include: Advanced Manufacturing; Building & Construction; Business Services; Hospitality, Leisure & Entertainment; Education; Healthcare; and Logistics & Transportation.
  - **Implementation**: 13 implementation grants were awarded to assist partnerships with the action items they identified. The industry sectors include: Advanced Manufacturing; Building & Construction; Business Services; Energy; Education; Healthcare; and Logistics & Transportation.

- **Plastics Industry Partnership Strategy for Pennsylvania**: After working with the six identified regions as to how best roll out the plastics industry partnership strategy, it made the most sense to use the already established manufacturing partnerships in those regions as the outlet for the work. The Governor's Office of Energy is housed within DCED and will be working in similar fashion as the Command Center, collaborating with other agencies on putting together an energy strategy for Pennsylvania. These partnerships can help aid in this work, especially identifying regional concerns and ideas.

Pre-Apprentice and Apprentice Grant Program

DCED continues to promote apprenticeship and award grants through claw backs collected by the department. An additional company was awarded grant funding bringing the total awards to date to 30, which will train 391 apprentices and 24 pre-apprentices. DCED and L&I are working together to identify applicants who applied for PAsmart apprenticeship money but were not selected to see if their projects meet the guidelines for DCED's grant funds.

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 first quarter of 2019, the following organizations received funding:

- Northampton Community College
- Greater Johnstown CTC – Amped
- Erie Regional Manufacturer Partnership

- New Century Careers-Expansion
- Lackawanna College
- MANTEC, Inc.

Workforce & Economic Development Network of Pennsylvania (WEDnet)

WEDnet has trained 11,814 Pennsylvanians with 540 companies and $1,985,721 reimbursed between January and March of 2019.

Interagency Collaboration:

- **PA BizWorks**: DCED continues with L&I on the PA BizWorks. PA BizWorks is a proactive approach to developing and growing business/employer relationships; leveraging Pennsylvania agency and department flexibility, expertise, and knowledge to partner with businesses and meet their hiring and industry needs. The two agencies are assembling a resource guide of the 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 rollout of BizWorks will begin with training state agencies that provide employer services on what BizWorks is and the resource guide available to them and employers. After this initial education at the state level, the program can be rolled out locally through several business service engagement mechanisms already in place.

PA Department of Education (PDE)

Adult Basic Education Awards $23.6 million in 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.

The Division of Adult Education held a competition in the spring of 2018 for federal and state adult basic education funds. PDE awarded 54 grants totaling $23.6 million to 33 agencies with 21 sub-grantees. At least one adult basic education provider is in each local workforce area. In addition, 15 agencies received $3.2 million in state funds to provide family literacy services.

All grantees receiving federal WIOA Title II funds are required to fulfill the roles and responsibilities of the PA CareerLink mandated partners. They have entered into 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 STEM 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.

- PDE awarded $8.7 million in PAsmart Targeted Grants to 249 school districts, charter schools, career and technical centers and intermediate units to expand CS classes and teacher training in 765 schools. Targeted grants were specifically designed for schools with little to no computer science education. Each LEA received $35,000 to fund CS professional development and to purchase education technology for computer science classes at all levels.

- 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, and are meant to be part of a comprehensive, high-level strategic approach to workforce development. Some of the projects funded by the advancing grants include: CS/STEM camps and after-school programs; STEM programming for preK-2 students and classrooms; technology lending libraries for schools; and a mobile fabrication lab where students gain hands-on experience in coding and robotics.

To further support these efforts, the governor's proposed 2019-20 budget includes $20 million for STEM and CS programs and an additional $10 million for job training for industry partnership and apprenticeship programs. An investment of $6 million will be used to develop and expand adult career and technical education training programs that target workers and non-traditional students who have career readiness, basic education or remedial needs; $4 million will be used to expand Pennsylvania's Manufacturing to Career Training Grant program.

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 will submit a one-year transition plan in May 2019, followed by a full four-year state plan in April 2020. The transition plan outlines current activities that will occur during the transition year of 2019-2020. The full state plan will address all the requirements of the Act.

Major changes under Perkins V include:
- Better alignment of CTE programs with State, regional, and local economic needs;
- Expanding career exploration and development activities to the middle grades;
- Broadening the definition of "special populations" to include homeless individuals, foster youth, youth who have aged out of foster care, and students with parents in active military duty, and increasing the amount of funds that can be spent on students in State institutions;
- Increasing the amount of funds that States can reserve to address the needs of rural communities, areas with high numbers or concentrations of CTE programs, or areas with gaps in performance; and
- Giving States authority and autonomy to set their performance goals.

On March 19, PDE convened a cross-sector planning committee in State College to begin assisting PDE with developing the State Plan. PDE also held three stakeholder sessions on April 9 at Butler County Community College; April 10 at Bucks County Community College; and April 11 at Harrisburg Area Community College. Approximately 250 educators, parents, community members, policymakers, and business and industry representatives attended the events, which were facilitated by the American Institutes for Research (AIR).

Additional opportunities for stakeholder input will be available in the upcoming months as the state plan is developed. Individuals also may submit input to PDE by emailing RA-EDPerkinsVPlan@pa.gov.

Career Readiness State Training Support Plan and Career Ready PA Coalition
Beginning in the spring of 2019, the PDE Office of Elementary and Secondary Education will deliver career readiness training to educators statewide through Intermediate Unit 1 and Allegheny Intermediate Unit 3. A liaison from the PA Intermediate Units in each 10 Career Ready Regions (aligned to the Department of Community and Economic Development's 10 PREP regions) will provide educators with career readiness training, resources and tools, and best practices for Teacher in the Workplace programs and stakeholder engagement. PDE also will form a Career Ready PA Coalition comprised of representatives from the 10 regions to assist PDE with identifying workforce priorities and support career pathways at the state-level.

Career Ready Skills
The PDE Office for Safe Schools has developed Pennsylvania Career Ready Skills (PA CRS) to provide guidance to educators on how to address career ready skills (employability skills) in the context of teaching and learning for all students. PDE worked with cross-sector partners from Pre-K to postsecondary education, workforce development, and human services to identify skills and employability assets/traits necessary to prepare students for postsecondary success. The PA CRS are aligned with, but do not duplicate, Pennsylvania's Career Education and Work (CEW) Academic Standards and are consistent with the intent of the Future Ready PA Index. The PA CRS continuum of skills is directly related to employability and workforce readiness. Learning progressions support the development of student competence in the following three domains: self-awareness and self-management, establishing and maintaining relationships, and social problem solving.

Teacher in the Workplace Grants

For the past two years PDE has partnered with the Department of Labor & Industry to award grants to local workforce development boards across the state for Teacher in the Workplace (TIW) programs. 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. In 2017-18, 48 programs received nearly $2 million in grants to support approximately 1,200 teachers, counselors, and administrators. This year 59 programs received nearly $2.6 million. The governor's 2019-20 budget proposes to build on that success by leveraging $5 million in federal funds to continue expanding the program.

At the PDE SAS Institute Leadership Conference in December, 24 school districts from across the state shared TIW program best practices, such as professional development models, teacher immersion workshops, project-based learning, externships, and internships. Each year more than 1,000 Pennsylvania educators attend the annual conference. The SAS Portal will feature best practices from the showcase.

PA Department of Human Services (DHS)

Employment & Training Redesign: In January, the Governor announced a number of work supports initiatives, including the redesign of our programs, to better meet the unique needs of our families. Through the E&T redesign, EARN and Work Ready programs will transition to a case management model that better addresses the barriers often faced by TANF recipients, and more effectively leverages the expertise and services of the PA CareerLink® system. Information gathered through meetings with participants, local workforce development boards, Work Ready providers, and other stakeholders will be utilized for a procurement that will be issued later this year. Prior to the finalized procurement being released, a public comment period will be available for stakeholders to provide additional comments. DHS is also working with L&I and PDE on a regular basis throughout this process, and plans to bring on a vendor to assist in the work.

While the full redesign is under development, the Department has also reviewed the current EARN program for policy changes that could be feasibly implemented in the more immediate future to improve participant outcomes. Feedback from local workforce development boards from the March 11th meeting with DHS and L&I was incorporated in this review. The following changes are anticipated, pending final approval:
- Extending the timeframe during which participants can be placed in training
- Extending the timeframe during which payment can be issued for post-training placement
- Expanding the use of performance funds

Comprehensive Services and Information Resources Tool: As part of the broader initiative to invest in programs and services that address the whole person and invest in long-term stability, the Department is continuing to explore the development and implementation of a comprehensive, statewide resource and referral tool that would be utilized across health and social service providers. The tool would be used for better coordination among the resources needed to resolve barriers that may be preventing people from living a full, healthy life. The department conducted a Request for Information and held vendor demonstrations to gather information prior to the development of a procurement document. More research is being conducted regarding how this tool can be integrated with existing data systems to avoid repetitive data entry and facilitate reporting and data sharing. Multiple agencies are participating in this process.

Parent Pathways Initiative: Governor Wolf's proposed FY 19-20 budget includes $5m for the Parent Pathways model, led by the Department of Human Services and Department of Education. Parent Pathways seeks to establish community-specific comprehensive models to support access to, and success in, post-secondary education and training for single parents. The initiative focuses on bringing together three core components: postsecondary education and training, a two-generational approach that addresses the needs of both parent and children, and housing support. A summit was held on 4/23-4/24 to bring together organizations from various sectors including education, human services, and workforce development entities to learn more about the initiative, identify relevant community resources, and network with community partners. The Departments will continue to meet with community stakeholders through Spring 2019 to share and gather information about the initiative prior to the development of a Request for Applications, contingent on available funding.

Employment First (Act 36) Implementation: Under the coordination of the Governor's Policy Office, DHS continues to collaborate with various agencies across the commonwealth to develop the 3-year work plan that will go into effect in June 2019, focusing on advancing Employment First priorities.

- A new data sharing agreement between the Office of Developmental Programs and the Office of Vocational Rehabilitation has now been implemented to assist with coordinating employment services.
- The Office of Long Term Living received employment plans from the three Community Health Choices Managed Care Organizations regarding how they are supporting their members' employment needs. A committee is reviewing the plans and identifying required data elements.
- As the department participates in the WIOA planning process, a focus on incorporating relevant Employment First recommendations in the WIOA plan will be included.

SNAP Employment & Training Plan and Request for Input: The department is in the process of developing the FFY 2020 SNAP E&T plan and requests feedback from members of the PA Workforce Development Board. SNAP E&T goals include assisting SNAP participants to gain skills, training, credentials, and work experience that will increase or lead to a path of self-sufficiency. PA will continue to offer SNAP E&T as a volunteer state; individuals may participate through one of the components currently offered in Pennsylvania:

- Job Search, Job Readiness Preparation (Job Search Training), and Job Retention
- Adult Basic Education (ABE/Literacy), English Language Acquisition, and GED®
- Career and/or Technical Education or Other Vocational Training
- Work Experience and Community Service
  The following specific programs are 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. An on-campus student facilitator offers individualized support in identifying college and career goals, developing a participant plan, and providing ongoing case management and coordination of support services. In addition to support for completing a postsecondary credential, the program also provides pre-enrollment services, job readiness, job placement and retention services, and more. The KEYS program was expanded to include the 14 state universities and any career and technical school registered with the Department of Education.
- 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. Grantees are typically community action organizations who work to connect students to suitable employment and training opportunities in the community. Services include GED® preparation, job training, barrier remediation, community service, job placement and retention, and other vocational training.
- 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.

In addition to strengthening these programs, the plan will focus on outreach strategies and streamlined referral processes to ensure SNAP participants are aware of E&T programs and to increase participation, as well as partnering with L&I and enhancing data sharing agreements.

PA Department of Labor & Industry (L&I)

Pennsylvania Receives $17.5 in Dislocated Worker Grants
The U.S. Department of Labor (U.S. DOL) awarded the Pennsylvania Department of Labor & Industry (L&I) an $8 million Trade and Economic Transition Dislocated Worker Grant that will be used to help individuals who have lost their jobs in the retail and hospitality industries. The grant will fund the full costs of skills training and associated needs, like child care, to help dislocated workers get in-demand jobs.

L&I is partnering with the Pennsylvania Department of Human Services (DHS) to identify individuals in the SNAP (Supplemental Nutrition Assistance Program) and TANF (Temporary Assistance for Needy Families) programs that would be eligible to receive job skills training as part of the grant award.

In addition to the L&I grant award, two local workforce development boards also received funding:
- **$1.7 million to the Bucks County Workforce Development Board** to provide training and work-based learning opportunities to dislocated workers in Bucks, Montgomery, and Philadelphia Counties, in the Manufacturing and Information Technology industries, which account for more than 50 percent of the Gross Regional Product of the area.

- **$7.8 million to the Three Rivers Workforce Development Board** in Allegheny County to coordinate and implement a regional strategy to recruit mature workers that have experienced a dislocation in sectors negatively impacted by technology and automation and to train these workers for occupations in Health Care, Transportation and Logistics, Information Technology, Financial Services, and Advanced Manufacturing

WIOA Waiver to allow Individual Training Accounts (ITAs) for In-School Youth (ISY) Approved
U.S. DOL approved the commonwealth's WIOA waiver request to allow Individual Training Accounts (ITAs) for In-School Youth (ISY). WIOA Title I-funded ITAs are the main mechanism fund occupational training for eligible WIOA Adult, Dislocated Worker, and Out-of-School Youth customers. L&I submitted a waiver to U.S. DOL to allow for the use of ITAs for ISY customers to increase the pipeline of talent into the workforce, particularly in occupations requiring less than a four-year college degree, and to address increased demand for workplace training that incorporates occupational training. This waiver will accelerate In-School Youth transitions into the workforce and will have a positive impact on the state's Registered Apprenticeship and Pre-apprenticeship programs

Apprenticeships
L&I's Apprenticeship and Training Office, in partnership with the Team Pennsylvania Foundation, held the inaugural two-day Pennsylvania Apprenticeship & Training Summit on August 25 and 26. The summit provided an opportunity for employers, training providers, educators, job seekers, and workforce development professionals to hear from apprenticeship experts from across the state and learn about the various aspects of apprenticeship programs. Nearly 400 individuals attended the summit. Three apprenticeship participants and three program sponsors were presented awards for their outstanding performance and work in their programs. The ATO received positive feedback on the summit and there is an overwhelming interest in holding a similar event again next year.

Lay off Aversion

The L&I Workforce Deputate recently announced a pilot initiative using a new approach to assisting Pennsylvania workers and employers to avert layoffs. The pilot is part of Pennsylvania's Rapid Response program, which was developed to help dislocated workers who are part of a large layoff, providing them with resources and services to find new jobs or connect with training and education opportunities. The program aims at quickly getting workers back into the workplace. The pilot shifts Rapid Response from a layoff response model to a comprehensive economic transitional model; a model that is proactive and uses layoff aversion as one of its central strategies.

L&I recently announced a $500,000 award to the Southeast Pennsylvania Regional Workforce Developments Boards, which includes Chester, Berks, Bucks, Delaware, Montgomery and Philadelphia Counties. The funding will be used to address critical staffing needs within the region's Information Technology industry. While this sector continues to grow, there is a potential risk for a future industry downturn due to a shortage of skilled workers.

PA CareerLink® Rebranding Campaign

The Workforce Innovation & Opportunity Act (WIOA) required Pennsylvania to rebrand its PA CareerLink® career centers as a "proud partner of the American Job Center network." L&I is using this rebranding opportunity to share news about the great programs and services PA CareerLinks® offer to residents.

L&I recently completed a 12-week rebranding campaign. Last May, L&I launched the PA CareerLink® rebranding campaign, covering the months of May, June, and July. Along with rebranding PA CareerLink® in partnership with American Job Centers' network, the campaign worked to help make PA CareerLink® centers to become a recognized name, highlighting Pennsylvania's statewide network of workforce development services that are offered both online and in-person. On August 10, the JobGateway® site and URL transitioned to www.pacareerlink.gov. The site will be more user-centric and connect with the PA CareerLink® brand. L&I also held customized trainings on customer service and business engagement with PA CareerLink® staff.

The 12-week campaign used a variety of media approaches to reach different audiences, including local radio across the state, social media, and ad banners for online websites.
- **Radio Markets**: Allentown-Bethlehem, Altoona, Erie, Hagerstown-Chambersburg, Harrisburg-Lancaster-York, Johnstown, Meadville-Franklin, Philadelphia, Pittsburgh, Reading, Sunbury-Selinsgrove-Lewistown, State College, Wilkes-Barre/Scranton, and Williamsport

- **Social Media:** Facebook and Instagram

The initial data collected from the campaigns indicates it had a positive impact. A significant portion of the campaign was conducted on social media. An impression is the number of times our message appeared in a user's platform feed.
- Facebook: 12,427,151 impressions (30 percent of budget)

- Video: 15,363,791 impressions (30 percent of budget)

- LinkedIn: 661,568 impressions (13 percent of budget)

- Display: 9,990,729 impressions (27 percent budget)

During the campaign, websites visits increased from 82,392 at the beginning of the 12-week period to 177,195, an increase of 115 percent. Upgrades to the overall online products has also increased traffic, consistent with an overall upward trend over the past year. PA CareerLink® center visits also increased during the campaign, despite a declining unemployment rate in Pennsylvania.
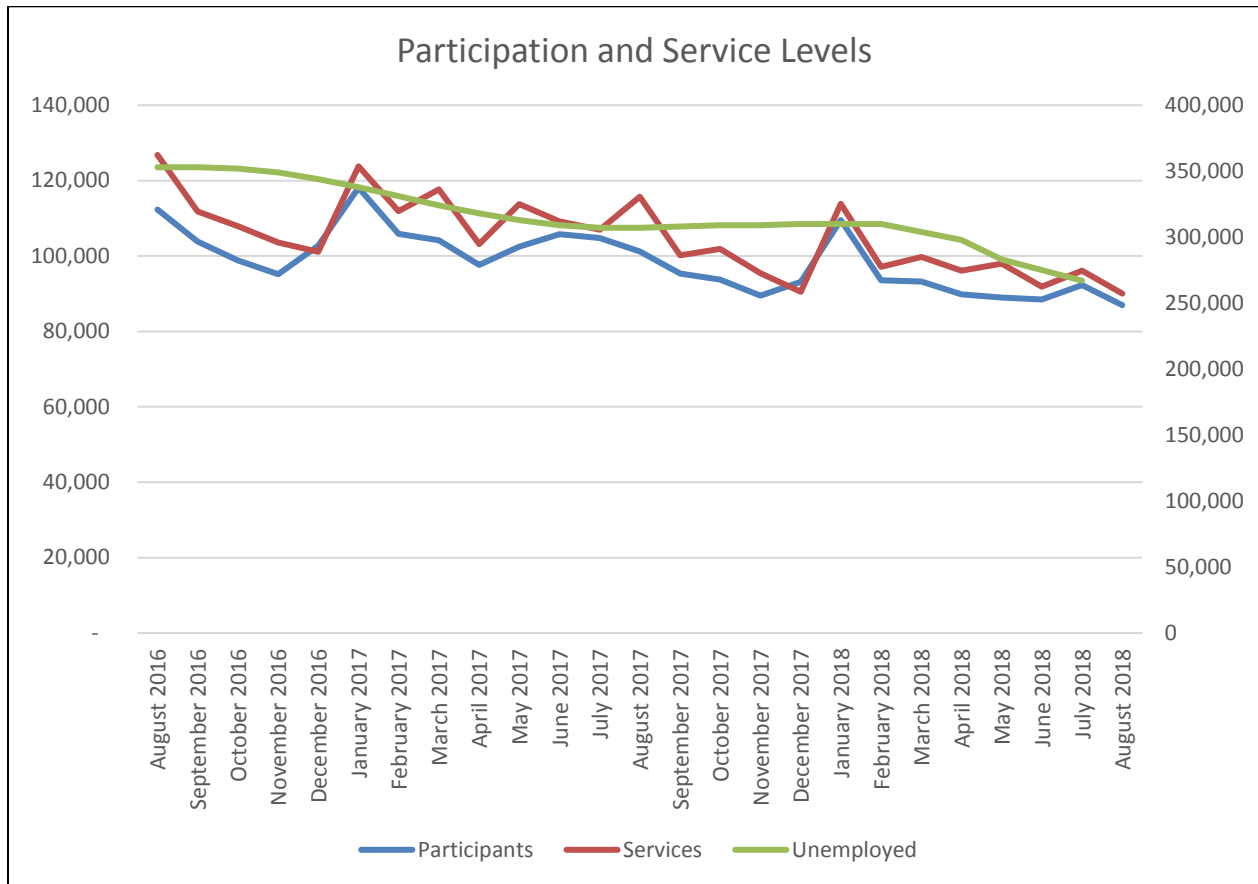
PDE Overview

Overview of Workforce Development Efforts

May 1, 2019

pennsylvania
DEPARTMENT OF EDUCATION

1

PDE Mission and Vision

Mission

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.

Vision

Pennsylvania learners will be prepared for meaningful engagement in postsecondary education; in workforce training; in career pathways; and to be responsible, involved citizens.

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Education & Workforce in Pennsylvania

- In the new economy, a high school diploma alone is not enough to ensure economic success.

- By 2025, approximately 63 percent of Pennsylvania jobs will require some form of postsecondary education or training.

- The majority of STEM jobs in Pennsylvania – 91 percent – will require some form of postsecondary credentials.

- Postsecondary education is a critical path to economic security, particularly underrepresented populations, low-income, first-generation and immigrant students.

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Challenge: Postsecondary Attainment Lags Demand

STEM Jobs — 91%

All Jobs — 63%

Current PA Workforce — 47%

■ Postsecondary Credential   ■ No Postsecondary Credential

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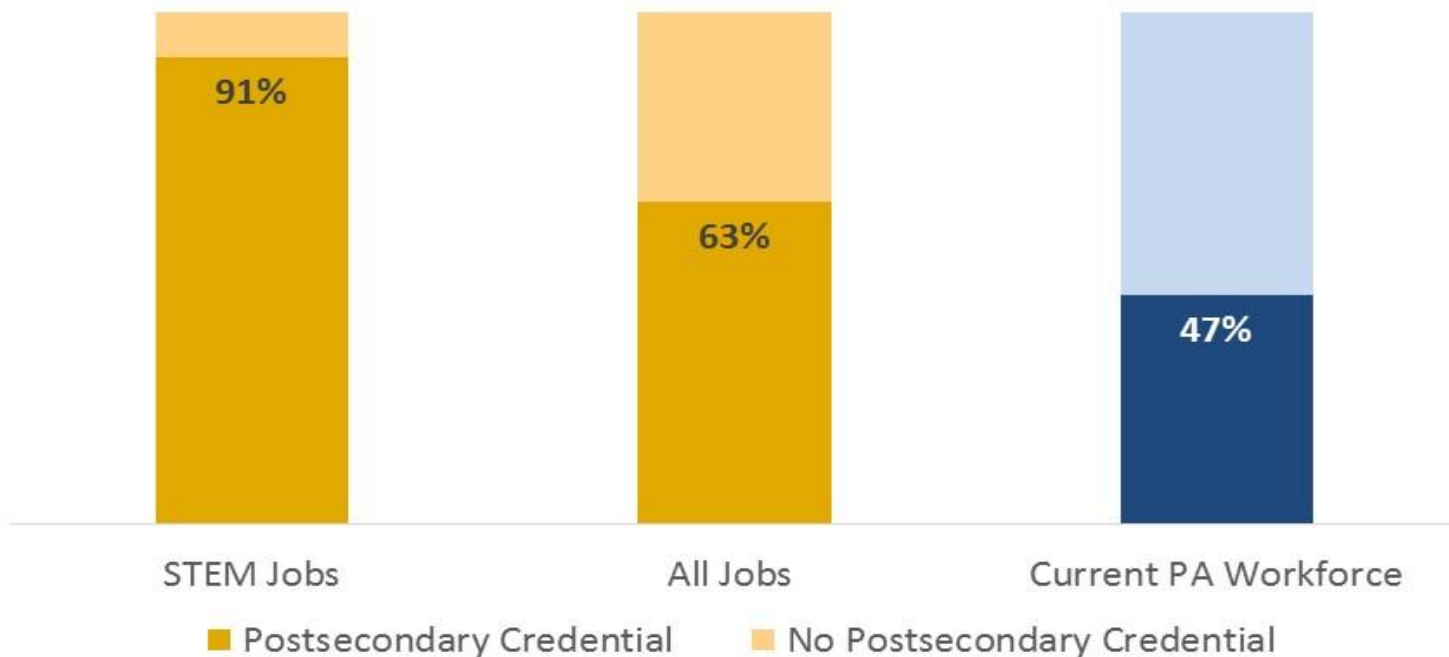
Postsecondary Attainment in Pennsylvania

Pennsylvania's Goal: 60% by 2025

- Increase postsecondary enrollment and completion, particularly among historically underrepresented populations

- Provide educators and school counselors with tools and resources to help students explore, prepare, and pursue their career and educational goals

- Develop secondary to postsecondary career pathways, particularly in STEM and high-demand occupations

- Increase access to and participation in postsecondary opportunities including industry-recognized credentials

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PA's Education Landscape

PK-12 Education

- 1.74 million public school students
  - 265,548 students receiving special education services
- 500 School Districts
- 179 Charter schools
- 84 Career & Technical Centers (CTCs)
- 29 Intermediate Units

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PA's Education Landscape

Postsecondary Education

- 14 State Community Colleges
- 14 PA State System of Higher Education Universities
- 4 State-Related Universities
- 1 State College of Technology
- 92 Independent Colleges and Universities
- 230 Postsecondary Private Licensed Schools

Adult Basic Education – 53 agencies provide adult education and family literacy services and programs
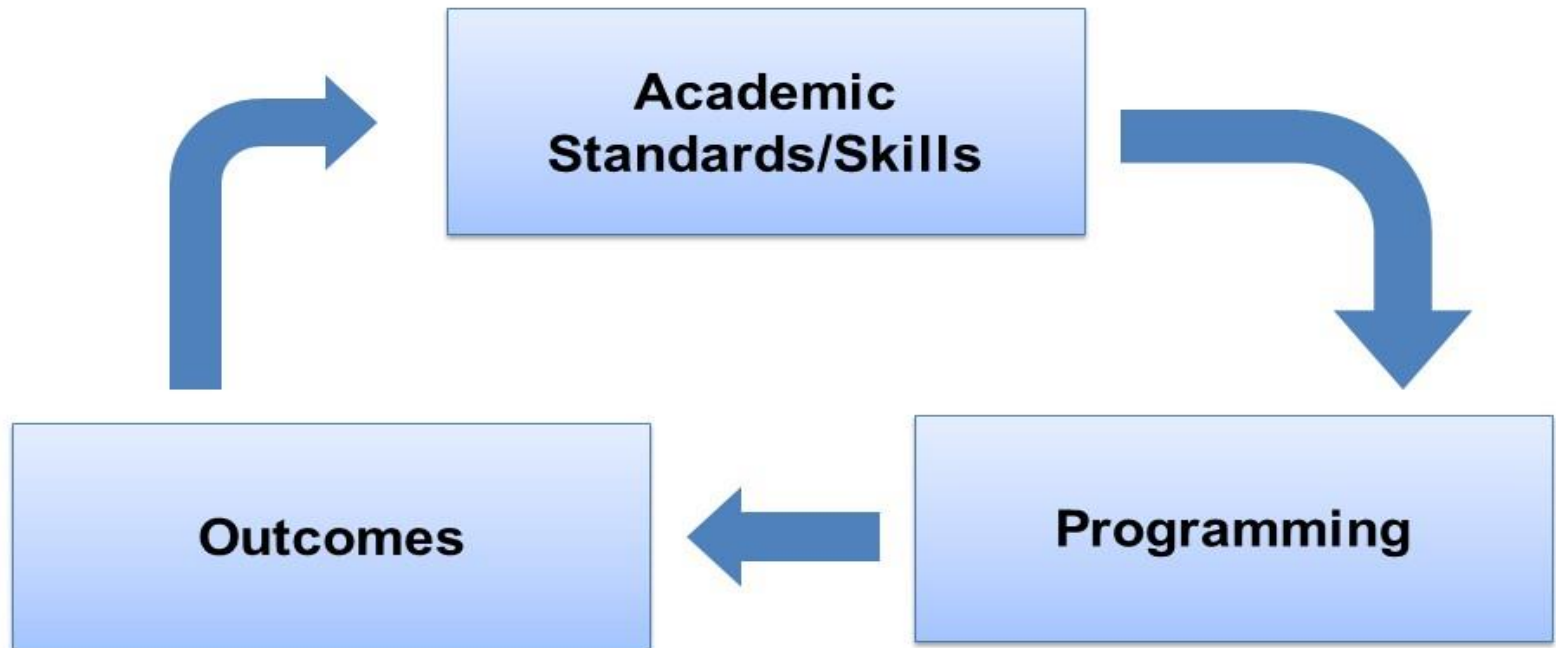
Libraries – 604 libraries statewide

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Key Statutes

Elementary and Secondary (K-12)	• Every Student Succeeds (ESSA) Act • Individuals with Disabilities Education Act (IDEA) • PA School Code
Career and Technical Education	• Carl D. Perkins Career and Technical Education Act • PA School Code
Adult Basic Education	• Adult Education and Family Literacy Act, Title II of the Workforce Innovation and Opportunity Act (WIOA) • Pennsylvania Adult and Family Literacy Education Act (Act 143 of 1986)
Higher and Career Education	• Higher Education Act • Vocational Rehabilitation and Education for Veterans Act • PA School Code • State Private Licensed Schools Act

Education/Workforce Development

Academic Standards/Skills → Programming → Outcomes → (cycle back to Academic Standards/Skills)

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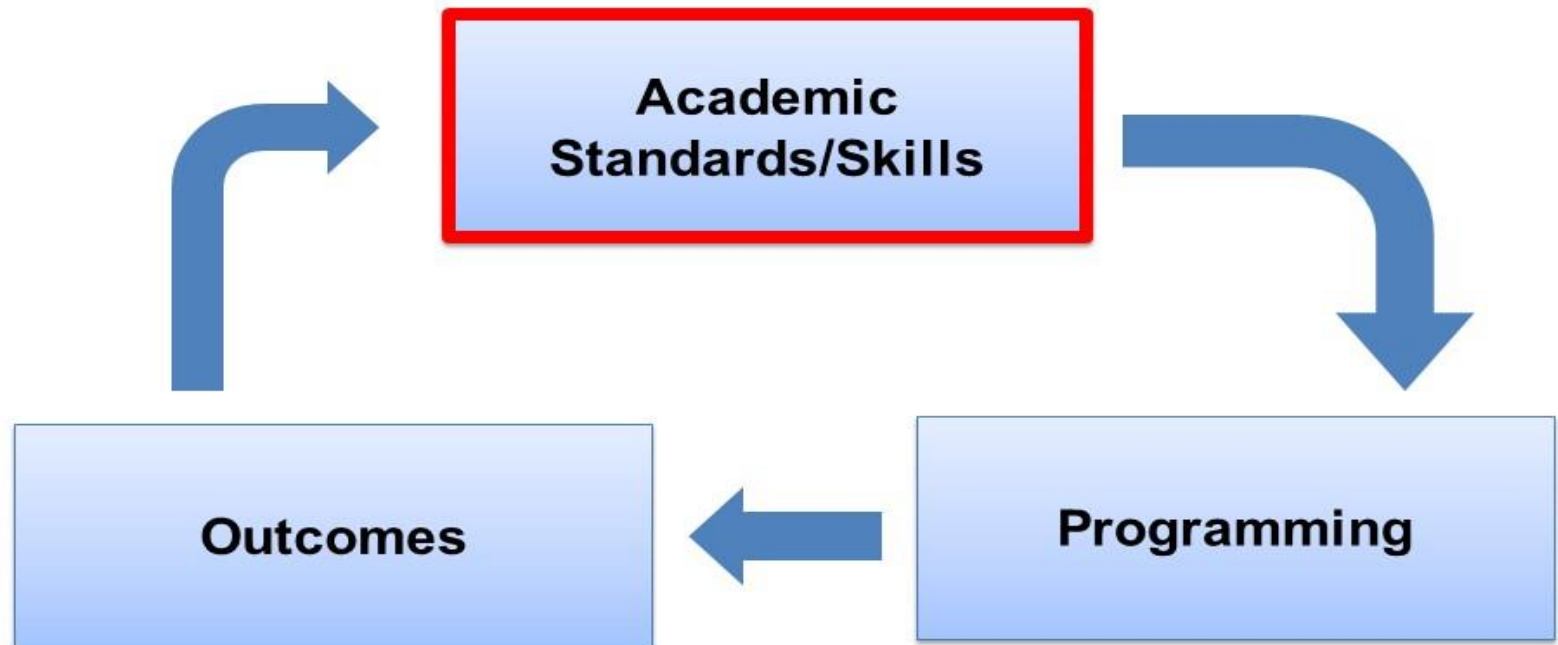
K-12 Career Education Standards & Skills

- **Career Education and Work Standards** – What students should know and be able to do by grades 3, 5, 8, and 11 in these areas:
  - Career Awareness and Preparation
  - Career Acquisition
  - Career Retention and Advancement
  - Entrepreneurship
- **PA Career Ready Skills (PA CRS)** – Employability skills aligned to the CEW Standards
  - Self awareness and self-management
  - Establishing and maintaining relationships
  - Social problem-solving
- **Approved Career and Technical Education (CTE) Programs**
  - Program of Study standards
  - Competency task lists
  - Alignment to industry credentials

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Education/Workforce Development

Academic Standards/Skills

Outcomes
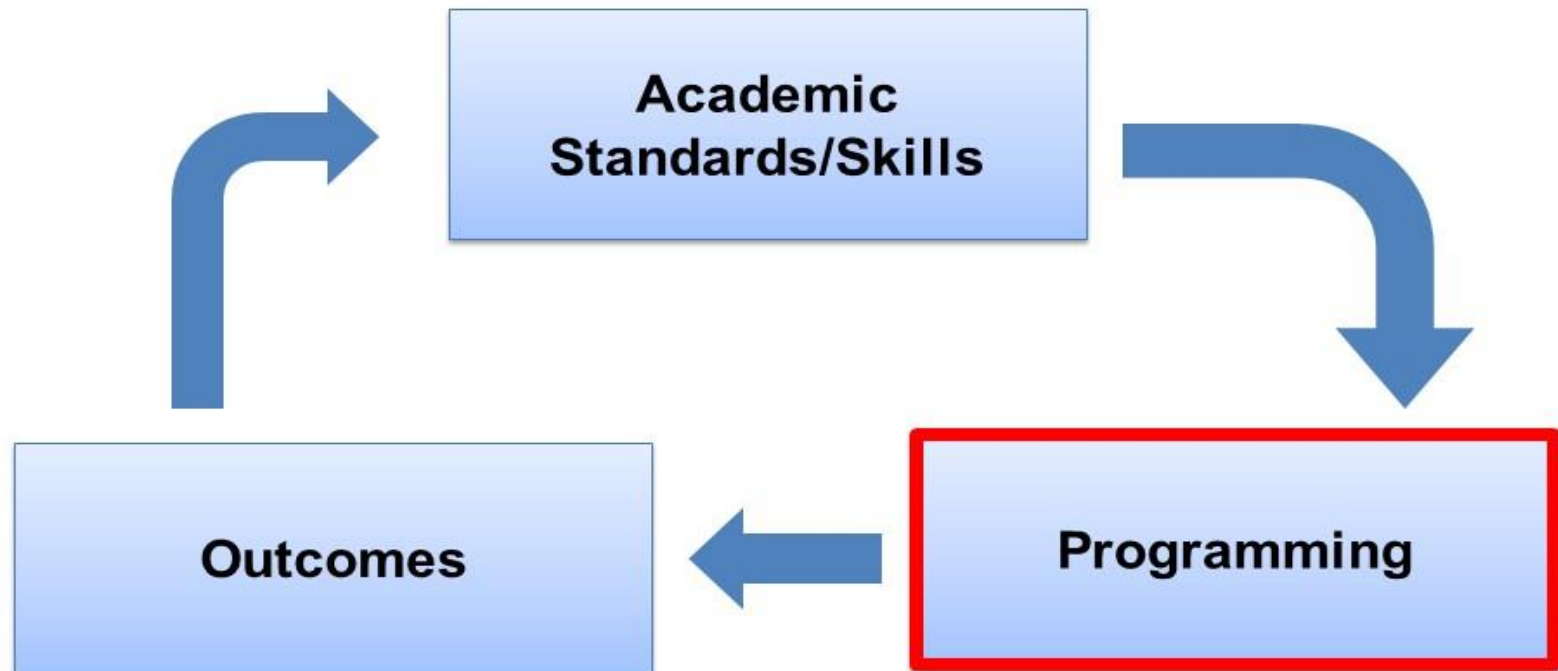
Programming

K-12 Career Readiness Programming

- **Schools**
  - K-12 School Guidance Plans (339 Plans)
  - Occupational Advisory Councils
  - PAsmart CS/STEM Education Grants
  - Career Readiness State Training Support Plan

- **Educators**
  - Teacher in the Workplace Grant Program
  - School Counselor Symposiums
  - Annual conferences such as the Integrated Learning Conference and SAS
  - Standards Aligned System (SAS) Portal

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K-12 Career Readiness Programming

- **Students**
  - PA Career Zone (<u>Pacareerzone.org</u>)
  - Portfolios and Career Plan
  - Student Organizations (e.g., FFA, FBLA, SkillsUSA, etc.)
  - Work-based learning opportunities
  - Perkins Statewide Articulation Agreements
  - Secondary Transition programs for students with disabilities

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Career Ready PA Coalition

PDE will pull representatives from the 10 regions to form a statewide coalition to identify workforce priorities to support career pathways.

Career Readiness liaisons statewide will provide schools and educators with:

- Career readiness training
- Resources and best practices
- Access to cross-sector partnerships

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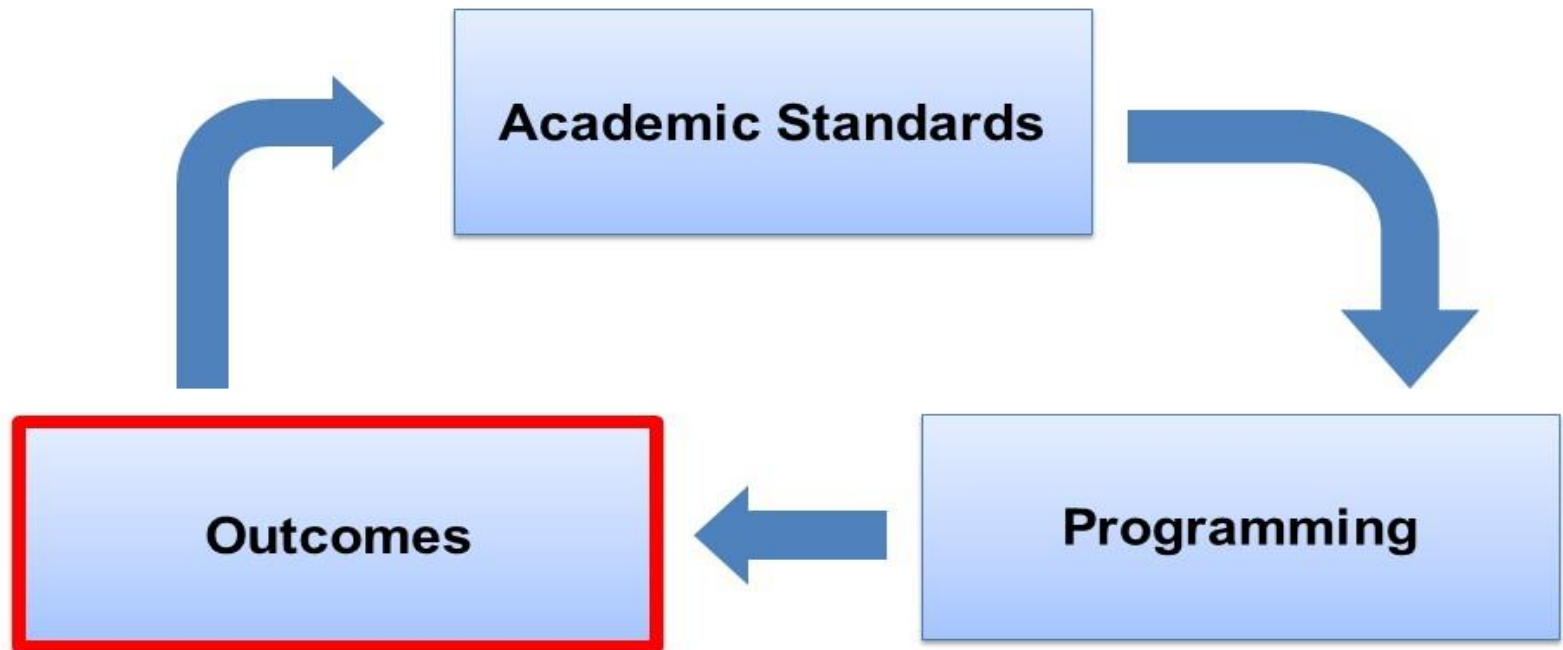
College & Career Measures

- Future Ready PA Index
  - Career Standards Benchmarks
  - Industry-based Learning indicator
  - Courses of Rigor
  - Graduation Rate
  - Postsecondary Attainment
  - Academic Outcomes

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Future Ready PA Index
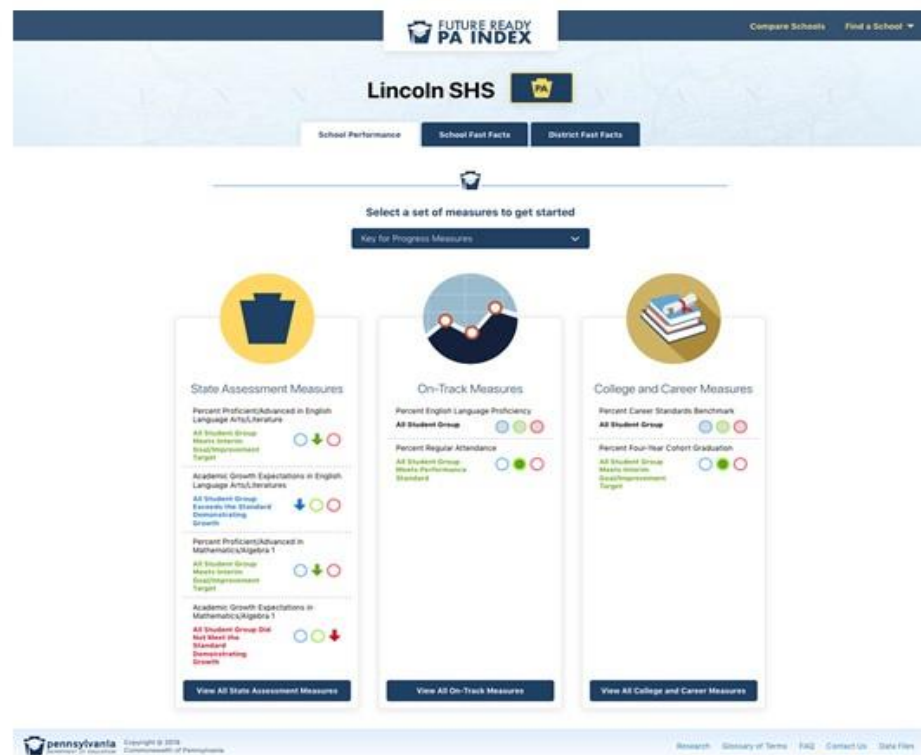
Future Ready PA Index

Industry-Based Learning

Industry-Based Learning
All Student Group

Percent Industry-Based Learning	9.8%
CTC Statewide Average for CTC or LEA	98.2%
Statewide Performance Standard	8.3%

Components of Indicator

Percent Scoring Competent or Advanced on NOCTI/NIMS	8.3%
Percent Earned Industry-Recognized Credential	8.3%
Percent Completed Work-based Learning Experience	8.3%

Student Group Breakdown

Advanced on Industry-Based Competency Assessment
All Student Group

Percent Advanced	0.3%
Statewide Average for CTC or LEA	8.7%

Student Group Breakdown

Career & Technical Education (CTE)

- Pennsylvania has a robust system of PDE-approved CTE Programs of Study.

- CTE Programs of Study:
  - Are developed by PDE in collaboration with employers and educators
  - Provide students with academic and technical courses needed for employment in in-demand occupations
  - Lead to industry-recognized credentials

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Career & Technical Education (CTE)

- In 2017-18:
  - 135 schools and 84 CTCs offered more than 1,700 approved secondary CTE programs
  - 67,248 secondary students enrolled in CTE programs
  - CTE students earned 34,809 industry credentials
  - 1,616 CTE students earned 6,902 college credits
  - 16,148 CTE students participated in work-based learning

- 33.8 percent of CTE students who graduated in 2016 enrolled in postsecondary education with 16 months of graduating

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Postsecondary & Career Education

- 350+ public and private postsecondary institutions provide a broad array of career choices in PA.
    - PDE has limited authority over postsecondary institutions.
    - Colleges and universities are required to be authorized to award degrees.
    - Programs must be approved at some types of colleges and universities must be approved by PDE.
- Institutions that offer career training are known as Private Licensed Schools.
    - These institutions must be licensed by the State Board of Private Licensed Schools and all programs must be approved.
    - In 2017-2018, there were a total of over 230 private licensed schools enrolling approximately 173,000 students.

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Adult Basic & Family Literacy Education

- 43 grant-funded agencies provided programs and services to 25,336 adults
  - Adult Basic/Secondary Education
  - High School Equivalency Test Preparation
  - Family Literacy
  - Integrated English Literacy and Civics Education
  - Integrated Education and Training
  - Workforce Preparation Activities

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Statewide Library Network

- The statewide network includes 604 state-aided community-based public libraries.

- Approximately 59 million people visit public libraries each year.

- All public libraries provide free access to computers, high-speed Internet, and print resources on subjects such as careers and occupations, interviewing, and job-search skills.

- More than 290 public libraries provide STEM programs, equipment, and services.

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Key Barriers

- Lack of data
- External communication
- Disconnected and multiple partners
- Lack of common language
- Access to technology
- Transportation and other logistics
- Employer engagement
- Perception of Adult Basic Education
- Access to best practices
- Funding opportunities

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Contact/Mission

For more information on career readiness, please visit PDE's website at www.education.pa.gov

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.

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Who Are We....

Westmoreland County Forum For
Workforce Development
The Road To Success

▸ Group of business, education, and community representatives committed to developing:

▸ *A Regionalized System for Career Development*

Who We Are....

▶ **Mission:** *Empower educators, employers and community as partners to engage students and foster a vibrant regional economy*

▶ **Vision:** *A highly qualified workforce that meets the demands of a regional economy.*

A Regionalized System for Career Development

Business, Community, & Government Partners

- **Community Foundation of Westmoreland County**

- **Economic Growth Connection of Westmoreland**

- **United Way of Westmoreland County**

- **Westmoreland County Board of Commissioners**

- **Westmoreland County Industrial Development Corporation**

- **Westmoreland County Chamber of Commerce**

- **Westmoreland/Fayette Workforce Investment Board**

A Regionalized System for Career Development
School District Partners

- Belle Vernon School District

- Burrell School District

- Central Westmoreland CTC

- Connellsville Area School District

- Connellsville Area CTC

- Derry Area School District

- Eastern Westmoreland CTC

- Ligonier Valley School District

- Franklin Regional School District

- Freeport Area School District

- Greater Latrobe School District

- Greensburg Salem School District

- Hempfield Area School District

- Jeannette City School District

- Kiski Area School District

- Mount Pleasant Area School District

- Norwin School District

- Northern Westmoreland CTC

- Southmoreland School District

- Westmoreland Intermediate Unit

- Yough School District

A Regionalized System for Career Development

Post-Secondary Partners

▸ **Penn State University**

  ▸ Penn State- Fayette

  ▸ Penn State University- Greater Allegheny

  ▸ Penn State- New Kensington

▸ **University of Pittsburgh- Greensburg**

▸ **Westmoreland County Community College**

▸ **Saint Vincent College**

▸ **Seton Hill University**

▸
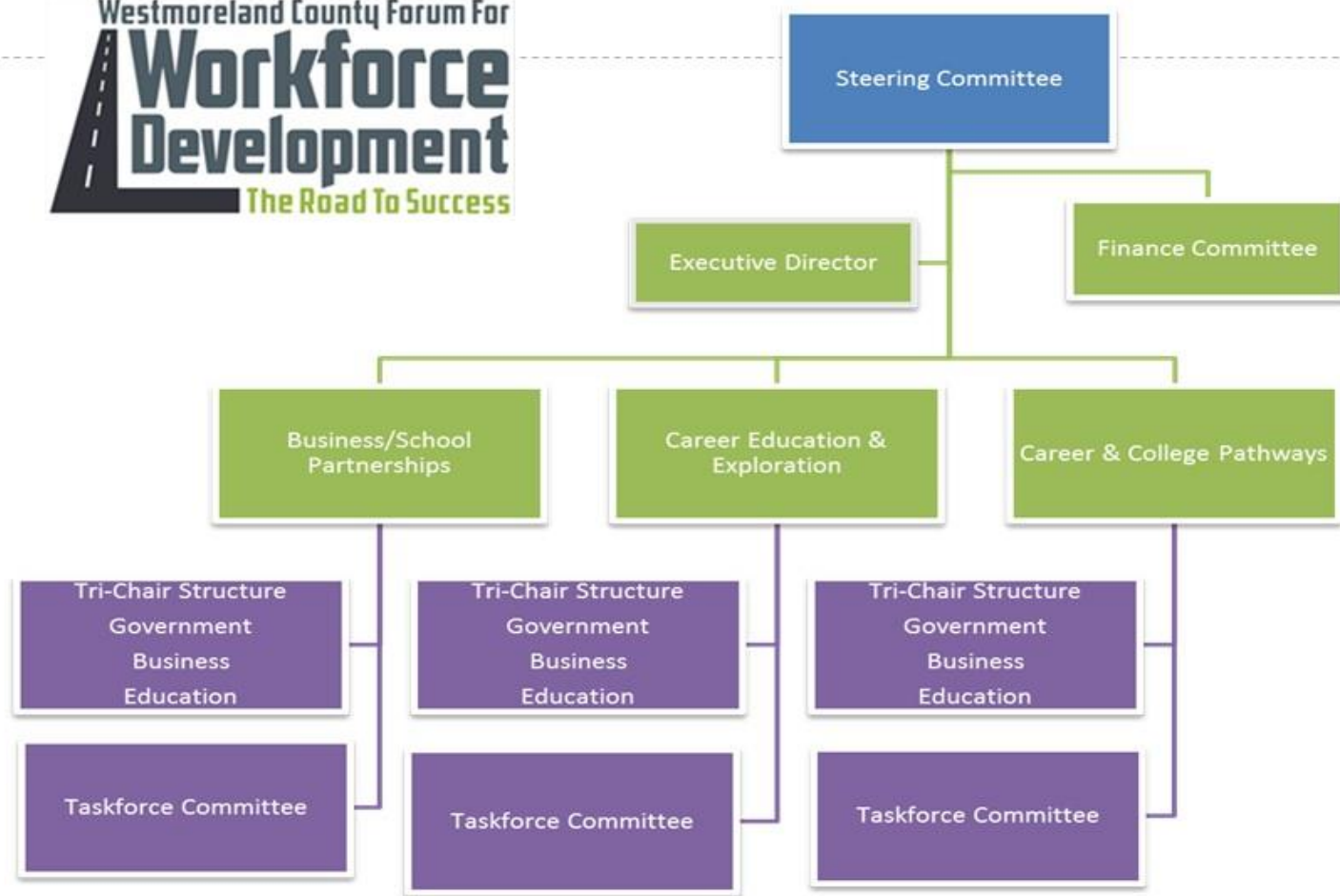
Task Force Committees

▶ Business/School Partnerships

▶ Career Education and Exploration

▶ Career and College Pathways

▶

Westmoreland County Forum
for Workforce Development

▶ Contact Information:

▶ William J. Thompson, Executive Director
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▶ Dr. Gennaro R. Piraino, Jr. , Superintendent
    Franklin Regional School District
    gpiraino@franklinregional.k12.pa.us

Westmoreland County Forum For
Workforce
Development
The Road To Success

Committee Updates

Continuous Improvement Committee

Quarterly Update
May 1, 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
This dashboard will highlight the WIOA Combined State Plans big-picture, long-term goals, and will measure the commonwealth's progress in implementing the plan. The committee is considering several indicators, including, the share of the working-age population with postsecondary credentials or certificates, employer investment in skills, and the overall Pennsylvania labor turnover rate. Credential attainment is a priority for Governor Wolf, and a measure of which Pennsylvania historically ranks poorly (between 43rd and 49th in the past 12 years). The last two measures would measure the effectiveness of the WIOA Combined State Plan in identifying and sharing best practices that help employers increase the number of jobs that pay

WIOA Combined State Plan Implementation Workplan
PA WDB staff are partnering with PA WDB member agencies to finalize a workplan that will track and measure progress in implementing the goals and sub-goals of the WIOA Combined State Plan generally. The workplan will identify lead agencies and staff responsible for each goal and sub-goal, and include a timeline and indicators to measure implementation progress.

Next Generation Industry Partnership Dashboard
This dashboard will track the progress of the Next Generation Industry Partnership program and the statewide measures of the program's impact. The Continuous Improvement Committee will be close to finalizing and deploying the dashboard, following collaboration with the PA WDB's Industry Partnerships and Employer Engagement Committee.

PA CareerLink® Customer Experience Analysis
The PA Department of Labor & Industry's Deputy Secretary for Workforce Development, Eileen Cipriani, provided the committee with a presentation process improvement with PA CareerLink® locations, particularly focused on how to make our service offerings and systems more useful to customers.

Continuous Improvement Committee Next Steps
• Identify additional metrics for WIOA Combined State Plan implementation dashboard
• Update and finalize Next Generation Industry Partnerships dashboard
• Finalize WIOA Combined State Plan Implementation Workplan

Brian Funkhouser, Chair
Continuous Improvement Committee

Workforce Development Policy Analysis

Pennsylvania Department of Labor & Industry
A Strategic Look at Pennsylvania's Workforce Development Policies

March 2019

Pennsylvania Workforce Development Policy

Contents

Pennsylvania Workforce Development Policy

Pennsylvania Workforce Development Policy

Introduction

The Workforce Innovation and Opportunity Act, or WIOA, signed into law July 2014, is intended to improve our nation's public workforce system and help get Americans, including youth and those with barriers to employment, into high-quality jobs and careers and help employers hire and retain skilled workers.

Pennsylvania's workforce development system enables businesses and workers to compete in the worldwide, knowledge-based economy. The workforce system enhances employer competitiveness and innovation while preparing Pennsylvanians for jobs that pay in an economy that grows, supports families and businesses and is effectively improving the quality of life for our most valuable resource: our people.

The Pennsylvania Department of Labor & Industry, or L&I, is the governor's administrative entity responsible for all WIOA Title I and Title III grant funding allocated by the U.S. Department of Labor's Employment and Training Administration. In collaboration with the Governor's Policy Office, the Pennsylvania Workforce Development Board, or PA WDB, and statewide and local workforce system stakeholders, L&I issues workforce system policies. These policies provide Pennsylvania's workforce delivery system with the guidance necessary to comply with the statute's mandate, while at the same time allowing for flexibility leading to innovative opportunities at the service-delivery level.

During Program Year 2018, or PY18, ours was one of seven states in a nationwide, co-enrollment initiative. The Commonwealth's team, led by the Pennsylvania Workforce Development Board, included a variety of stakeholders from the state and local workforce delivery system levels. The team developed a strategic plan for co-enrolling participants served by Pennsylvania's one-stop service delivery system, PA CareerLink®. Among the plan's highlights is writing joint operational policies that include state agencies with a workforce component, especially directives providing guidance for delivering workforce services, programs and activities. This review identified polices that would be enhanced by a joint issuance. For example, several of the local workforce delivery system policies, such as the Operator and Memorandum of Understanding, would be better served if issued jointly. Other policies are purely administrative, and will not be subject to a joint review.

Review Process

Pennsylvania Department of Labor & Industry Bureau of Workforce Development Administration Policy Coordination staff reviewed each workforce policy, including the department's aging Workforce Investment Information Notices, or WIINs, developed in response to the Workforce Investment Act of 1998, or WIA. With time comes context, and this review helped staff and leadership to examine early decisions and adjust policies as appropriate and necessary.

All polices were examined to determine their WIOA compliance (of lack thereof), relevance, alignment with the governor's workforce development goals and practicality of implementation. In short, what does WIOA ask of Pennsylvania, how does the governor want that to look like in practice and what measures must the Commonwealth require of local workforce development areas and partners to accomplish the law's and governor's goals for effective services to the citizenry.

Policies were reviewed, prioritized according to urgency, necessity and the availability of all information required to revise, remake or, in some cases, rescind and replace those aging out of usefulness or compliance. For example, Pennsylvania's WIINs were drafted nearly 20 years ago. And, while they were certainly effective for implementation of Workforce Investment Act programs and standards, much of their content is not applicable in

the WIOA era. For this reason, the WIINs are largely rescinded and replaced with WIOA-relevant policy, or they are being dismantled and incorporated – when applicable – into WIOA-relevant policy, or they are being rescinded and replaced entirely by operational guidance issued by the Bureau of Workforce Partnership and Operations.

In all cases, reviewers organized the process around partner participation, seeking input from partner workforce agencies, the Governor's Office of Administration, L&I's Office of Information Technology, local workforce system partners, BWDA oversight staff, BWPO field and operations staff, public comment and more. For example, BWDA staff held a day-long summit of workforce stakeholders, to explore meaningful updates to the Commonwealth's operator policy. The well-attended summit was an opportunity for partners to discuss, define, and determine a way forward with a rebuilt operator policy that will best position Pennsylvania's workforce development system, at the state and local levels, to efficiently and effectively deliver services job seekers and businesses expect and deserve.

At every step, BWDA Policy Coordination and L&I by extension are extraordinarily grateful for partners' expertise and contributions to this effort. Staff look forward to the process, the policies it puts into place, and a Pennsylvania that provides the best-possible services those who seek them.

Recommendations

Not all aspects of this review are tied to the state's workforce polices themselves. Staff identified additional actions that will improve policy presentation and relevancy in the near and long term. In addition to steps staff are taking to consult and partner with workforce stakeholders during drafting and review of policies, the following recommendations will be implemented:

- Pennsylvania will conduct a strategic review of all workforce development policies as part of its administrative response to a finalized Commonwealth's WIOA Combined State Plan. Every four years, BWDA staff and partners will reengage this review process to ensure the state's workforce policies are aligned with the governor's workforce system goals and WIOA Combined State Plan, thereby ensuring transmission of a clear vision and the policies under which it shall be realized to local workforce system partners.

- All workforce system polices will be reviewed at six months after implementation and again annually, continuing BWDA's current review practice and ensuring a body of analysis that contributes meaningfully to the four-year strategic review.

- L&I will reorganize the portions of the department's website where the state's workforce policies are published. Taking cues from other states and best practices for electronic presentation of these types of documents, www.dli.pa.gov will be better able to give partners intuitive access to polices, program guidance and other publication of interest.

The following table provides an overview of L&I's current policies, the status and a timeline for actions. Additionally, the table includes some new policies L&I staff are considering for development. *Note:* A more comprehensive story for each directive follows the table.

Pennsylvania Workforce Development Policy

The Policies

Table 1.1 is an overview of the policies, their status and a timeline for actions. A more comprehensive story for each directive follows the chart.

Table 1.1 – Chart showing the status of current policies and a timeline for any pending action(s)

Description	Status	Timeline
WSP 106-01, Designation of LWDAs, June 2015	Pending Revision	Issue late PY18 or early PY19
WSP 107-01, Local Governance, December 2015	Pending Revision	Issue late PY18 or early PY19
WSP 108-01, Regional and Local Planning, May 2017	In Revision	Issue Q2 of CY19
WSP 116-01, Performance Accountability NEW	In Draft	Issue late PY18
WSP 121-03, MOU for the Local One-Stop Service Delivery System, June 2017	Pending Revision	Issue late PY18 or early PY19
WSP 121-04(C1), PA CareerLink® System Operator (Change 1), June 2017	In Revision	Issue late PY18
WSP 121-05, PA CareerLink® Certification and Continuous Improvement, June 2017	Current	Next review in December 2019
WSP 121-06, Common Identifier, (Change 2)	Current	Next review in December 2019
WSP 122-01, Eligible Training Providers	Pending Revision	Issue in PY19
WSP 134-01, Delivery of Adult & Dislocated Worker Activities NEW	Pending	Issue in PY19
WSP 134-02, Training Services NEW	Pending	Issue in PY19
WSP 134-03, Individual Training Accounts NEW	Pending	Issue in PY19
WSP 134-04, Priority of Service	In Revision	Issue in PY19
WSP 134-05, Work-Based Training NEW	Pending	Issue in PY19
WSP 134-06, Supportive Services NEW	Pending	Issue in PY19
WSP 183-01, Oversight & Monitoring, May 2018 (Change 1)	Current	Issued in March 2019
WSP 184-01, Fiscal Management	In Revision	Issue in late PY18 or early PY19
WSP 184-02, Sanctions, October 2016	Current	Next review in August 2019
WSP 01-2015, Pennsylvania's System of Record (Change 1)	In Revision	Rescinded with issuance of revised policy.
WSG 03-2015 Youth Eligibility Definitions – Initial WIOA Implementation	Pending Revision	Issue in PY19
WSG 04-2015 Self-Certification and Telephone/Document Inspection Verification	Pending Revision	Issue in PY19
WSG 06-2015 Incumbent Worker Training Activities – Initial WIOA Implementation	Pending Revision	Issue in PY19
WIIN 01-2005, Individual Training Accounts	Rescind	Rescind with issuance of WSP 134-03
WIIN 03-2005, Competitive Procurement of Youth Services	Rescind	Rescind with issuance of WSP 184-01
WIIN 12-2003, Rapid Response Early Intervention and Trade BRI Process	Rescind	Guidance issued by BWPO
WIIN 09-2002, WIA Performance Measures	Rescind	Rescind with issuance of WSP 116-01
WIIN 12-2002, Question & Answers for WIA Certification	Rescind	Rescind with issuance of WSP 134-01

Workforce System Policies (WSP Series), Summaries & Status

106 – Local Workforce Development Areas
106-01, Designation of Pennsylvania's Local Workforce Development Areas, June 2015 (Previously known as WSP No. 02-2014)

The purpose of this guidance is to provide technical assistance to Chief Elected Officials and other local workforce system stakeholders in the transition from local workforce investment areas that exist under the Workforce Investment Act of 1998 (WIA) to local workforce development areas that will comply with the requirements of the Workforce Innovation and Opportunity Act of 2014 (WIOA). This is an administrative policy.

Status: **Pending Revision.** BWDA staff determined that this policy requires some revision. Staff will coordinate such revisions with the Pennsylvania Workforce Development Board as it moves forward with a draft of such revisions. *Timeline.* The timeline for revision will be late in program year, or PY, 2018 or early PY 2019.

107 – Local Workforce Development Boards
107-01, Local Governance, December 2015 *(Previously known as WSP No. 02-2015)*

This policy outlines the roles, responsibilities and authority of the chief elected officials and local workforce development boards as defined in the Workforce Innovation and Opportunity Act (WIOA). This policy also sets forth the requirements for the appointment of local board members. Additionally, it provides guidance for the development of agreements between the various entities within the local workforce system. This is an administrative policy.

Status: **Pending Revision.** BWDA staff determined that this policy requires several revisions so that the policy will be fully in alignment with other policy documents that were issued after this document's effective date. It is possible that L&I will issue multiple policies under the heading of "Local Workforce Development Boards," to provide consistency and clarity around a variety of local governance activities. L&I will consult with both state and local workforce system stakeholders as this policy is revised. *Timeline.* The timeline for revision will be in program year, or PY, 2019.

108 – Local Plan
108-01, Regional/Local Planning – Multi-Year Plans, May 2017

This policy provides instructions and technical guidance to planning committees, chief elected officials, local workforce development board members, other executive decision-making officials of required and additional one-stop system partners, and applicable staff (e.g., local workforce board executive directors) regarding the preparation, development, submission, and approval of the regional and local area plans. These planning documents will reflect the continuing efforts of the program year (PY) 2016 transitional regional and local area planning process in combination with the comprehensive multi-year planning requirements – a phased approach to implement the administrative and operational elements of the Workforce Innovation and Opportunity Act (WIOA) and its related regulations and guidance. This is a joint operational policy. This is a joint operational policy.

Status: **Pending Revision.** This policy is currently under revision at BWDA. L&I recently petitioned the Governor's Policy Office, or GPO, to move the effective date of the next four-year plan out one year; thus, the next regional/local plans will be effective on July 1, 2020. L&I made this request so that regional and local workforce system stakeholders will have the approved Combined State Plan with which to develop theirs goals and strategies in alignment with the governor's goals and vision for PA. Additionally, local stakeholders will be able to engage the work of the Combined State Plan without the stress of focusing on the regional/local planning at the same time. Finally, L&I, in collaboration with the PA Department of Human Services, requested to have the Temporary Assistance for Needy Families, or TANF, plans included as part of the four-year plans; GPO approved this measure as well.

Timeline. L&I will issue Change 1 to this policy in the first quarter of calendar year 2019. This change, among other things, will be a joint policy, which includes L&I's partners in Pennsylvania's workforce delivery system. Additionally, the change will effectively extend the current plans by one (1) program year, or PY, making them effective through PY 2020 (Jun. 30, 2021). Finally, this change will outline the process for the modifications to the current regional plans and their associated local plans.

116 – Performance Accountability Systems
116-01, Performance Accountability, *New policy; pending*

The purpose of this policy is to establish the threshold for failure to meet adjusted levels of performance for a local area.

Status: **Pending development.** BWDA staff determined that this policy must be established to meet the requirements of 20 CFR § 677.220. BWDA staff are currently developing a new policy draft. The draft will be submitted to L&I leadership upon completion, which will highlight the proposed decision points for evaluation and approval. Once approved, L&I will post the proposed policy for a 30-day public comment period; whereas, interested stakeholders can provide comments. Once the public comment period has ended, the comments will be reviewed and acted upon as appropriate. The policy will then be finalized, approved and posted to the agency's website. *Timeline.* L&I anticipates this policy will be issued and effective prior to July 1, 2019.

121 – Establishment of One-Stop Delivery Systems
121-03, Memorandum of Understanding for the One-Stop Service Delivery System, June 2017

This guidance is designed to outline the required components of the MOU and provide assistance to chief elected officials, local boards and other local workforce system stakeholders regarding the funding of infrastructure costs and other shared costs within the one-stop service delivery system. This is a joint operational policy.

Status: **Pending Revision.** L&I staff will engage a variety of state and local workforce system stakeholders to investigate policy decision points and develop a white paper of its recommendations. This while paper will be provided to L&I leadership who will make the appropriate decisions. The policy will then be fully developed by BWDA staff and then posted for a 30-day public comment period; whereas, interested stakeholders can provide comments on the proposed policy and guidance. Once the public comment period has ended, the comments will be reviewed and acted upon as appropriate. The policy will then be finalized, approved and posted to the agency's website. *Timeline.* This document will be revised during PY 2019.

121-04, PA CareerLink® System Operator *(Change 1),* June 2017

The purpose of this policy is to provide guidance on the initial implementation requirements for the selection of one-stop (i.e., PA CareerLink®) system operators. Such guidance will reinforce required elements (e.g., internal controls) of competitive procurement, include examples of eligible entities that may serve as a local PA CareerLink® system operator (hereafter referred to as "system operator" or "operator") at this time, and identify implications and conditions of selecting such entities and models. This is a joint operational policy.

Status. **In revision.** This document is currently under revision at L&I. BWDA staff held a summit; whereas, a variety of workforce system stakeholders at the state and local levels were invited to participate. BWDA staff are currently developing a new policy draft based on the recommendations of the summit attendees. The draft will be submitted to L&I leadership upon completion, which will highlight the changes and proposed decision points for evaluation and approval. Once approved, L&I will post the proposed policy for a 30-day public comment period; whereas, interested stakeholders can provide comments. Once the public comment period has ended, the comments will be reviewed and acted upon as appropriate. The policy will then be finalized, approved and posted to the agency's website. *Timeline.* L&I anticipates this policy will be issued and effective prior to July 1, 2019.

121-05, PA CareerLink® Certification and Continuous Improvement, June 2017

The purpose of this policy is to provide guidance relating to the certification of Pennsylvania's one-stop delivery system as required by the Workforce Innovation and Opportunity Act (WIOA). This guidance describes the criteria and process for PA CareerLink® center certification that is compliant with WIOA and complements the implementation of the local workforce delivery systems throughout the commonwealth. This is a joint operational policy.

Status. **Current; no revision required.** This policy was reviewed in Dec. 2017 and then again in Dec. 2018 as a matter of the normal policy review process. This policy was determined to be current. *Timeline.* The next review is scheduled for Dec. 2019.

121-06, Common Identifier *(Change 2),* June 2018

This policy provides information to chief elected officials, local workforce development boards and other local workforce system stakeholders regarding the use of the American Job Center®, or AJC, brand as the common identifier for the one-

stop delivery system and to introduce the new, rebranded PA CareerLink® logo. States and local areas are required to identify the workforce delivery system with the AJC Network logo or the tag line phrase "A proud partner of the American Job Center® Network" consistent with the WIOA Final Rule at 20 CFR Part 678. This is an administrative policy.

Status. **Current; no revision required.** This policy was reviewed in Dec. 2018 as a matter of the normal policy review process. This policy was determined to be current. *Timeline.* The next review is scheduled for Dec. 2019.

122 – Identification of Eligible Provider of Training Services
122-01, Eligible Training Providers, *Pending Development (Previously known as WSP 04-2015)*

The purpose of this workforce system policy is to provide technical assistance to ensure consumer access to a variety of quality training programs and compliance with federal and state mandates. This policy clarifies changes and highlights applicable benchmarks for the eligible training provider system and is provided to assist local boards and relevant partners with transitional Workforce Innovation and Opportunity Act (WIOA) and commonwealth training provider requisites. This is an administrative policy.

Status. **Pending development.** L&I anticipates that this policy will take the place of, and rescind, WSP No. 04-2015 (C1), *Eligible Training Providers – Initial Implementation of the Workforce Innovation and Opportunity Act,* 4/28/2018. L&I is working with a consultant to investigate certain portions of the current policy and help develop recommendations for leadership points. *Timeline.* L&I anticipates this policy will be issued and effective prior to July 1, 2019.

134 – Service Delivery
134-01, Delivery of Adult & Dislocated Worker Activities

This is a new, administrative policy.

Status. **Pending development.** L&I anticipates that this policy will be issued during PY19.

134-02, Training Services

This is a new, administrative policy.

Status. **Pending development.** L&I anticipates that this policy will be issued during PY19.

134-03, Individual Training Accounts

This is a new, administrative policy.

Status. **Pending development.** L&I anticipates that this policy will be issued during PY19.

134-04, Priority of Service

This is a new, administrative policy.

Status. **Pending development.** L&I anticipates that this policy will be issued during PY19.

134-05, Work-Based Training

This is a new, administrative policy.

Status. **Pending development.** L&I anticipates that this policy will be issued during PY19.

134-06, Supportive Services

This is a new, administrative policy.

Status. **Pending development.** L&I anticipates that this policy will be issued during PY19.

183 – Monitoring
183-01, Oversight and Monitoring *(Change 1),* April 2019

This policy provides direction on the topic of Pennsylvania's requirements regarding the oversight of workforce administration, funds, programs and activities. This is an administrative policy.

Status. **Current; no revision required.** This policy was review by the Oversight Services Supervisor in Nov. 2018 and was determined to be current. *Timeline.* The next review is scheduled for March 2020.

184 – Fiscal Controls; Sanctions

184-01, Financial Management

The purpose of this workforce system policy is to provide operational guidance and strengthen fiscal accountability for Pennsylvania's workforce development system. To that end, the Financial Management Guide attached to this policy clarifies expectations, addresses issues commonly occurring in the field, identifies operational problems and possible solutions, models' best practices, and provides suggestions and techniques to ensure compliance with current federal and state laws, regulations, and guidance. This is an administrative policy.

Status. **Pending development.** This policy when issued will take the place of WSP 03-2015, Financial Management, which is currently under revision. L&I recently posted both the Financial Management Policy and Guide for public comment, requesting stakeholders to provide comment on the current documents. Those comments were received and are being evaluated as BWDA staff work to develop the future policy and guide. *Timeline.* L&I is hopeful that the new policy will be issued by the end of PY 2018, but not later than the first quarter of PY 2019.

184-02, Sanctions *(Change 1),* February 13, 2019

The purpose of this policy is to establish and implement the Pennsylvania Department of Labor & Industry (Department) sanctions policy and processes for all subrecipients of federal grant awards, and state grants where applicable. This is an administrative policy.

Status. **Current.** *Timeline.* The next review is scheduled for February 2020.

WSP 01-2015, Pennsylvania's System of Record *(Change 1)*

This policy provides workforce system stakeholders with guidance regarding workforce system data entry, user management and tracking participants, employers and providers using Pennsylvania's system of record, the Commonwealth Workforce Delivery System, or CWDS, CWDS/PA CareerLink®, correctly and timely. This policy pertains to Workforce Innovation and Opportunity Act, or WIOA, title I-B and title III workforce system programs, partners and grantees.

Status. **In revision.** The policy Is a partnership between L&I's BWDA, L&I OIT, workforce stakeholders and the Governor's Office of Administration. It will be completed as quickly as is administratively possible.

Workforce System Guidance (WSG Series), Summaries & Status

03-2015 Youth Eligibility definitions – Initial WIOA Implementation

The purpose of this guidance is to provide technical assistance to workforce system stakeholders regarding relevant definitions related to WIOA Title I-B youth eligibility determination.

Status. **Pending revision.** L&I anticipates that this policy will be issued during PY19.

04-2015 Self-Certification and Telephone/Document Inspection Verification

The purpose of this guidance is to provide technical assistance to Chief Elected Officials and other local workforce system stakeholders regarding the Workforce Innovation and Opportunity Act (WIOA or Opportunity Act) title I eligibility determinations when self-certification is used by an applicant. This guidance addresses the appropriate use of self-certification for title I program eligibility and data validation requirements.

Status. **Pending revision.** L&I anticipates that this policy will be issued during PY19.

06-2015 Incumbent Worker Training Activities – Initial WIOA Implementation

The purpose of this guidance is to provide direction to workforce system stakeholders regarding the permissible use of adult and dislocated worker funds allocated to a local workforce development board for training activities associated with incumbent workers.

Status. **Pending revision.** This policy will be rescinded with the issuance of the WSP 134 series.

Workforce Investment Information Notices (WIINs), Summaries & Status

01-2005, Individual Training Accounts

This WIIN was presented to local workforce areas for the purpose of furnishing them, training providers and other stakeholders with the most up-to-date information regarding the training program certification process. It relied heavily on processes no longer part of workforce system efforts in the WIOA era.

Status. Rescinded with issuance of WSP 134-03

03-2005, Competitive Procurement of Youth Services

This WIIN was presented to local workforce development area youth program operators, boards and their local youth councils to detail processes for procuring youth services under WIA. It is no longer applicable in the WIOA era.

Status. Rescinded with issuance of WSP 184-01

12-2003, Rapid Response Early Intervention and Trade BRI Process

This document informs the Commonwealth's agencies, local Workforce Board staff and PA CareerLink partners of policy to implement the provisions of Trade Adjustment Assistance (TAA) Reform Act of 2002 that requires the cooperating state agencies to provide TAA program and benefit information to workers. There are two areas providing general information and guidance in this WIIN: (1) An update and clarification of the criteria and process for Rapid Response early intervention when a Trade Act petition is received, and (2) An update and clarification of the process when the Trade Act petition is certified to include Benefits Rights Interview (BRI) and Enrollment Assessment and Waiver (EAW) processes.

Status. Rescinded, replaced with BWPO guidance

09-2002, WIA Performance Measures

This WIIN was presented to local workforce areas to furnish them with information and guidance regarding WIA Performance Measures. It is no longer applicable in the WIOA era.

Status. Rescinded with issuance of WSP 116-01

12-2002, Question & Answers for WIA Certification

To provide background information and guidance for the implementation of the Workforce Investment Act (WIA) as it relates to the process of certifying training courses/programs of study and developing ITA policies and procedures. This document is intended to provide information to Local Workforce Investment Areas (LWIAs), training providers and other stakeholders about issues that have been identified through national and regional meetings and via telephone and written requests. It is no longer applicable in the WIOA era.

Status. Rescinded with issuance of WSP 134-01

Career Pathways and Apprenticeships Committee

Quarterly Update
May 1, 2019

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

Career Pathways Definition and Visual
In the last quarter, the committee developed a draft career pathways definition for the Commonwealth. This definition serves as an initial step in the formulation of a career pathways system. In addition, the committee is developing a visual to accompany the career pathways definition to illustrate how the career pathways model unfolds in practice. The visual will depict a career pathway at individual and systems level.

Career Pathways Research
The committee established a list of topics to guide the PA WDB's contracting process for planned research on career pathways and apprenticeships, statewide. The goal is for the designated researchers to send a survey out to all 22 local workforce boards with a request that they participate in interviews to share strengths and challenges with their current career pathway work, as well as share a survey with all their local partners doing work on career pathways and apprenticeships. The survey will also be available for the committee membership to share with their respective stakeholder groups.

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.

Career Pathways and Apprenticeship Committee Next Steps
• Finalize Career Pathways definition and visuals
• Survey and gather feedback from stakeholders on Career Pathways definition and visuals
• Conduct stakeholder and program analysis of Career Pathways partners
• Develop a Career Pathway Scope of Work for an inventory and evaluation of current Career Pathways in PA
• Engage state level stakeholders regarding building a statewide system of Career Pathways

Julene Campion, Chair
Career Pathways and Apprenticeships Committee

Industry Partnerships and Employer Engagement Committee

Quarterly Update
May 1, 2019

Employer Engagement Surveys
The committee membership agreed that there were no additional changes or updates required to the survey drafts that was last discussed. The surveys will be distributed to gather employer and convener feedback; and will remain open for a 3-week period to allow sufficient time for completion.

Next Generation Industry Partnership Dashboard
It was agreed during the last committee session that the PA WDB staff will forward the dashboard to the committee for review and feedback by mid-May.

Industry Partnerships and Employer Engagement Committee Next Steps
Monthly meetings will be scheduled through the end of the year. The committee will re-visit the relevant goals of Pennsylvania's Combined State Plan to ensure that any future priorities it establishes will be in alignment.

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

Youth Committee

Quarterly Update
May 1, 2019

The Youth Committee continues to support all youth-related goals of the Pennsylvania's WIOA Combined State Plan. During the most recent quarter, the committee continued to focus on completing its goals related to career readiness and pre-apprenticeships.

Career Readiness
To address goal 1.10 of the state plan, the Youth Committee took the results of the career readiness survey, previously developed in partnership with the Center for Workforce Information and Analysis, and used them to craft a statewide definition of career readiness.

Included in the briefing book, is the committee's final draft career readiness definition submitted to the PA WDB membership for consideration during the May 1st quarterly meeting.

Pre-apprenticeships
In accordance with WIOA Combined State Plan goals 1.4, 2.7, and 3.10, the Keystone Research Center finalized its report, per its contract with the PA WDB, compiling the results of the survey and interview responses that were gathered, statewide, on pre-apprenticeships. The report's purpose is to meet the following goals:
- Increase awareness of pre-apprenticeship activities in Pennsylvania
- Share best practices and lessons learned among practitioners

This report has been printed and is being distributed, separate from the briefing book, during the May 1st quarterly meeting.

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

Youth Committee Next Steps
- Determine next priorities

James Kunz, Chair
Youth Committee

Healthcare Workforce Ad Hoc Committee

Quarterly Update
May 1, 2019

The Healthcare Workforce Ad Hoc Committee is re-focusing its efforts to address the overall workforce issues in the healthcare sector by developing recommendations to be considered by the full PA Workforce Development Board membership.

Healthcare Workforce Ad Hoc Committee Next Steps

- Move forward expeditiously with developing a crisis statement outlining the importance of addressing the current issues related to the direct care workforce through the gathering of feedback from the full committee membership.

    o Develop broad topics around current issues, recommendations for each topic, and specific tactics and strategies to accompany the recommendations.

    o Gather and compile relevant data to illustrate and amplify the crisis statement.

- Discuss and prioritize other committee recommendations

Matt Yarnell, Chair
Healthcare Workforce Ad Hoc Committee

Re-entry Ad Hoc Committee

Quarterly Update
May 1, 2019

For the remainder of 2019, the Re-entry Ad Hoc Committee will re-focus its efforts in identifying its most pressing priorities.

On April 19, 2019, PA WDB staff met with Re-entry Ad Hoc Committee Chair, Jeff Brown, and co-chair Jeffrey Abramowitz, to discuss the broad vision for the committee's work going forward. A conference call with the full committee is scheduled to be held on Thursday, May 2nd. During this time, new and previously discussed recommendations from the committee membership (e.g., regional re-entry roundtables, toolkit development, policy recommendations, etc.) will be considered, resulting in the determination of next steps.

Jeff Brown, Chair
Re-entry Ad Hoc Committee

Local Workforce Development Board Partner Updates: Philadelphia Works

PHILADELPHIA
W🔆RKS INC.

H. Patrick Clancy, President & CEO

Philadelphia Works, Inc.

the City's Workforce Development Board

Philadelphia Story

➢ 1.5 Million Residents (increase of 280,000)

➢ 26% Poverty Rate

➢ 67% Public High School Graduation Rate

➢ 67,000 More Jobs in the City (2018 vs 2010)

➢ 5.6% Unemployment Rate

➢ 59% Labor Participation Rate

➢ 51% of PA TANF Recipients Reside in the City

➢ 30,000 Youth 16-24 Not In School or Employed

3

ORGANIZATIONAL STRUCTURE

4

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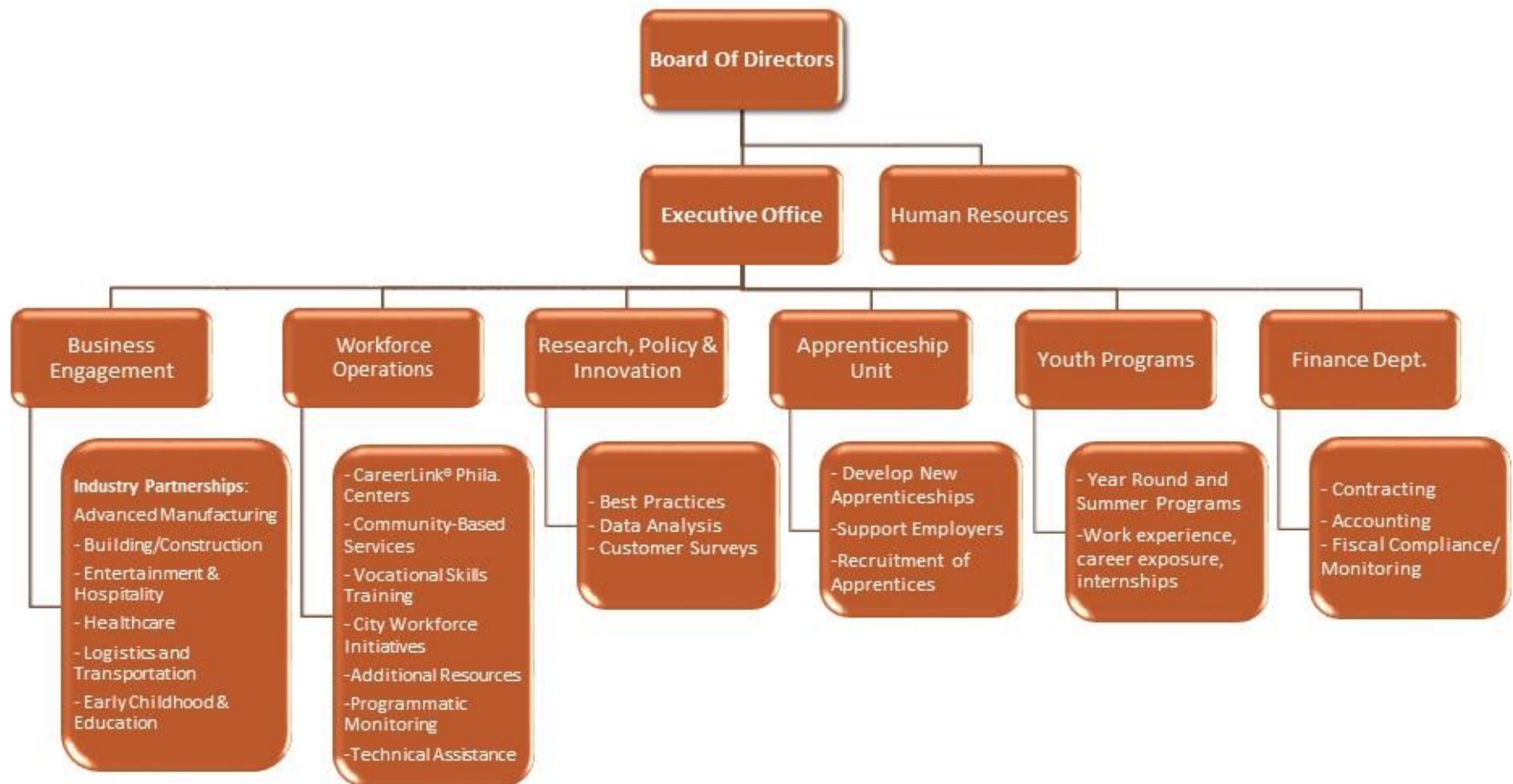
Funding Breakdown

	Total	$54,655,000.
TANF		$ 31,000,000.
WIOA Youth		$ 6,500,000.
WIOA Adult		$ 6,300,000.
WIOA Dislocated Worker		$ 4,000,000.
Rapid Response		$ 1,000,000.
Other Youth		$ 500,000.
US DOL		$ 3,000,000.
Lenfest Foundation		$ 75,000.
PAsmart		$ 280,000.
National Health Emergency Demonstration Grant – Opioid Crisis		$ 2,000,000.

Investment Strategy

➢ PA CareerLink® Philadelphia Operations

  ✓ EARN and WIOA Programs are Integrated

➢ Customized Training Programs with Employers

  ✓ Literacy Bridge Programs

➢ On-the-Job Training Programs with Employers

Investment Strategy (Continued)

➢ Leverage City Investments

  ✓ Automated Water Meter Installation

  ✓ Philadelphia Roadmap to Safer Communities

  ✓ Summer Youth – WorkReady

  ✓ Returning Citizens

  ✓ Opioid Crisis Support

Fueling Philadelphia's Talent Engine

A Citywide Workforce Strategy

Identify Growth Sectors

➤ Business Engagement
➤ High Priority Occupations
➤ Data from:
  Burning Glass Technologies,
  EMSI, CWIA

Build Talent Pipeline

➤ Maximize and Leverage Resources
➤ Career Pathways Model

Target Sectors

The 7 target sectors account for 490,000 jobs, or 74% of all jobs in Philadelphia.

❖ Healthcare

❖ Retail & Hospitality

❖ Early Childhood Education

❖ Technology Services

❖ Business & Financial Services

❖ Manufacturing & Logistics

❖ Construction & Infrastructure

SHARE OF TOTAL EMPLOYMENT, PHILADELPHIA (2016)

■ Target Sectors
■ Other

490,117 jobs (74%)
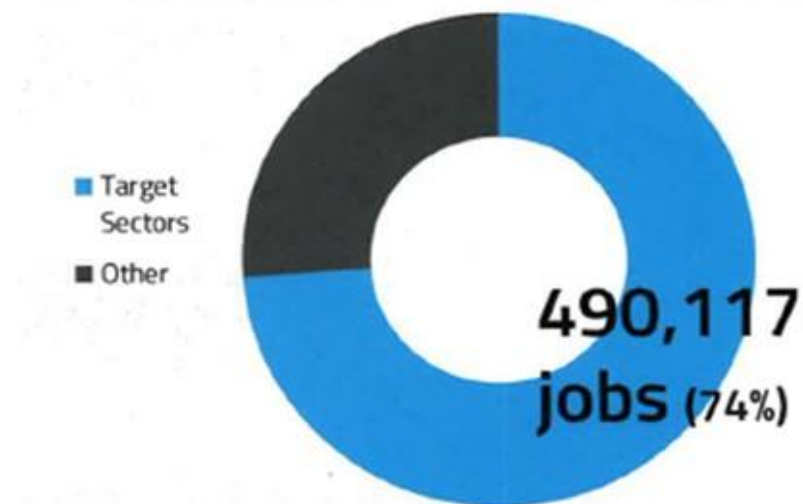
Business Engagement

Industry Partnerships help to develop pipeline programs to employment:

Advanced Manufacturing
- ❖ Boot Camps
- ❖ Welding Programs

  Building and Construction
  - ❖ Pre-Apprenticeship Programs
  - ❖ HVAC
  - ❖ Automated Water Meter Installation

    Entertainment and Hospitality
    - ❖ Culinary Training
    - ❖ Hotel Apprenticeships

      Information Technology
      - ❖ CompTIA Program
      - ❖ Digital/Web Design

Business Engagement (continued)

Healthcare
- ❖ Medical Assistant with Thomas Jefferson Hospital
- ❖ Direct Care Professional Apprenticeship
- ❖ Certified Nursing Assistant
- ❖ Emergency Medical Technician
- ❖ Paramedic Apprenticeship

Logistics and Transportation
- ❖ Citizens Bank Regional Maritime Training Center
  the first ever training center at the Port of Philadelphia
- ❖ CDL Programs

Early Childhood Education
- ❖ Child Development Associate Credential to Associate's Degree

Workforce Operations

➢ 4 PA CareerLink® Philadelphia Centers

    ✓ 40,000 Customers per year

    ✓ 120 Employer Recruitment Events per year

➢ PA CareerLink® Philadelphia Resource Hub at the Community College of Philadelphia's Northeast Regional Center

➢ Community-Based Services

    ✓ 17 Free Library of Philadelphia sites

    ✓ 15 Community-Based Organization sites

Youth Programs

➤ 1,301 Available Training Slots

➤ Targeted Programs for:

    ✓ Youth with Disabilities

    ✓ Youth in the Foster Care System

    ✓ Youth Involved in Criminal Justice System

Youth Programs (continued)

➢ **WorkReady (summer jobs)**

    ✓ 10,000 Youth

➢ **E^3 Centers**

    ➢ Intensive Case Management

    ➢ Connection to GED/High School Diploma

Apprenticeship PHL

➤ New website detailing all apprenticeship opportunities in Southeast Pennsylvania Region

➤ PA Smart Ambassador Award

Research, Policy, Innovation

➢ Data Analysis

    ✓ Burning Glass Technologies

    ✓ Operation PINPOINT ⟶ Philadelphia Police Department

    ✓ Poverty Tracks

    ✓ Career Pathways

EARLY EDUCATION

Professionals who work in early childhood education tend to the basic needs of children, educate, provide additional attention and instruction, and direct preschool activities.
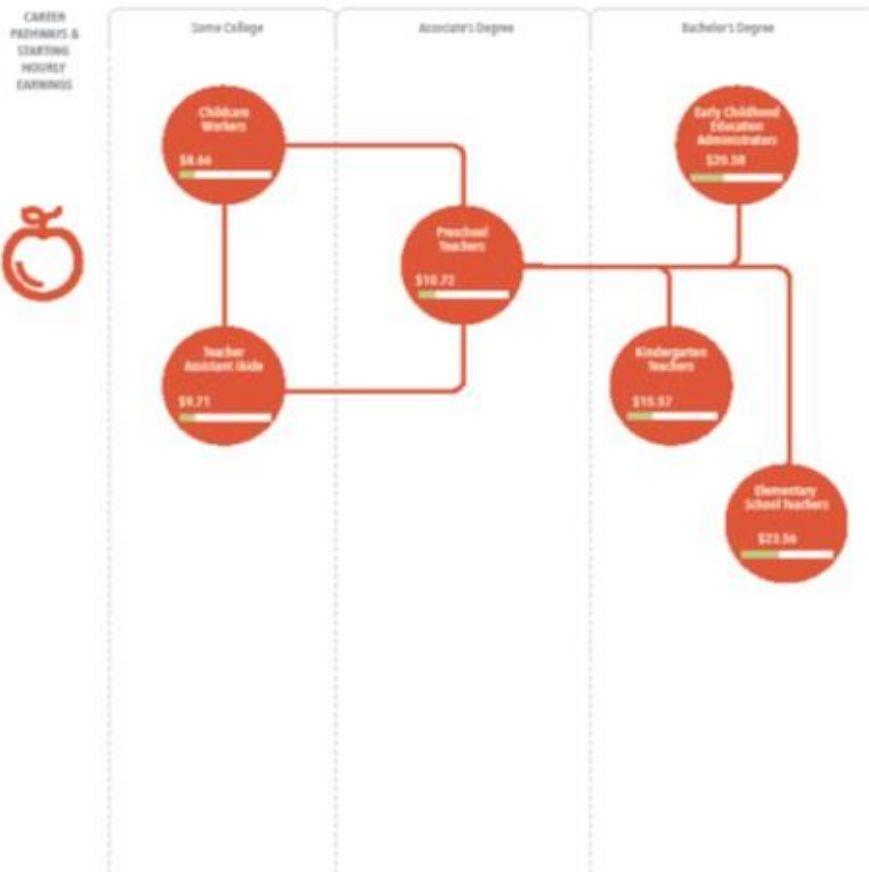
Explore the details at: www.philaworks.org/careerpaths

EARN Redesign

➤ Mathematica Policy Research

➤ Department of Human Services (DHS)

➤ PA CareerLink® Provider Staff

➤ Philadelphia Works, Inc.

Overview of Components of the New Model

- ➤ Improved engagement of customers at the time of referral from the CAO

- ➤ Engaging and streamlining of orientation process

- ➤ Individualized customer pathways, including triage for acute crises

- ➤ Introduction of Goal4 It!™, a behavioral science-informed service delivery model

- ➤ Provide staff with support through professional development opportunities

- ➤ Improved efficiencies and business processes

Customized Pathways

Statewide Procurement vs Local Procurement

Workforce Development Boards have always been the intermediary for the EARN program which enables them to leverage this money with the Workforce Innovation and Opportunity Act (WIOA) money to create/fund the CareerLink® System. If Workforce Boards do not procure and invest the money in the CareerLink ® System, the entire system will be crippled (including skill training programs.)

Impact

If Philadelphia Works is not awarded the TANF Employment and Training Grant and procures the services, the impact will be:

- No training programs for TANF customers due to lack of funds.

- No On-the-Job Training programs due to lack of funds.

- Limited connection to the PA CareerLink® System.

Impact (continued)

- Close 3 of the existing 4 PA CareerLink® Philadelphia centers – 30,00 residents will no longer have an access point for services.

- 500 system workers will be laid-off (including 50 at Philadelphia Works).

- City's workforce plan and the Philadelphia Delegation Platform will be negatively impacted.

Title IV – Vocational Rehabilitation

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

WDB Quarterly Meeting
May 1st, 2019

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

Authority and Funding

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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.

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OVR's Organizational Structure

Commonwealth of Pennsylvania (CWOPA)

Department of Labor and Industry (L&I)

| Bureau of Vocational Rehabilitation Services (BVRS) | Bureau of Blindness and Visual Services (BBVS) | Hiram G. Andrews Center (HGAC) | Bureau of Central Operations |

15 District Offices

6 District Offices (Located with BVRS)

Johnstown, PA

Harrisburg, PA

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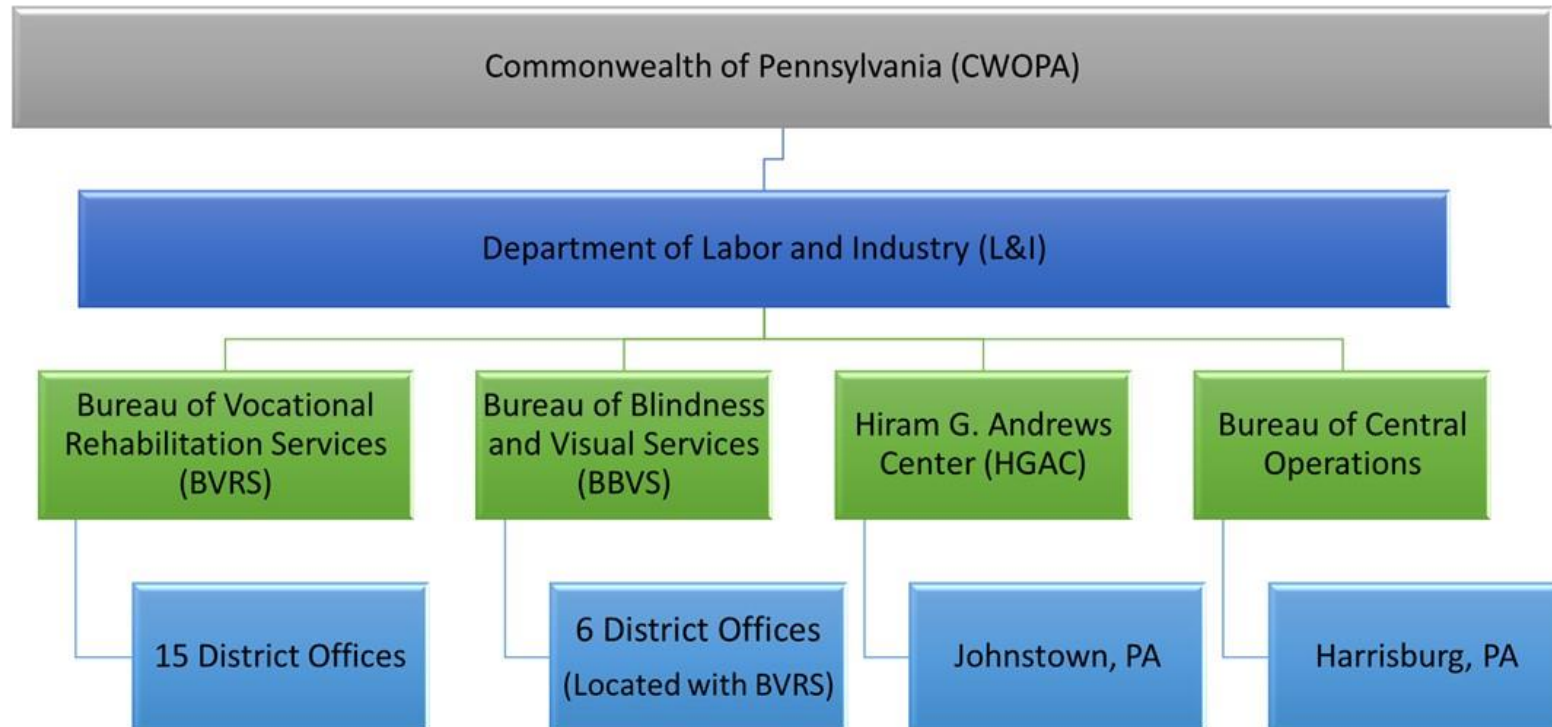
- **15** Bureau of Vocational Rehabilitation Services (**BVRS**) district offices; and

- **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)

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☆ Office of Vocational Rehabilitation District Office

⭐ (with blue dot) Office of Vocational Rehabilitation District Office with Blind and Visual Services

🔺 Hiram G. Andrews Center

🔴 Office of Vocational Rehabilitation Central Office
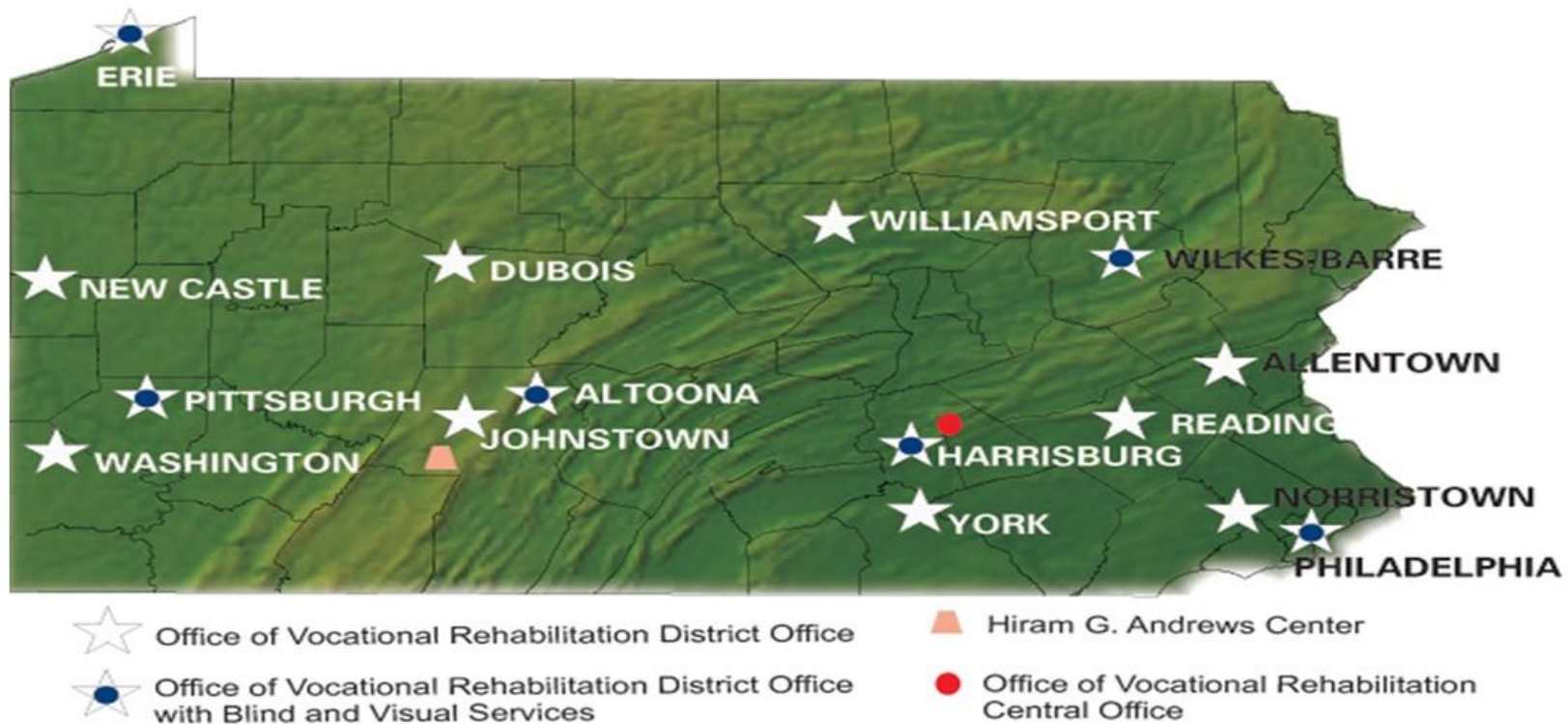
OVR Services

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

OVR Services

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Vocational Rehabilitation 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

Additional Blindness and Visual Services

- Blindness Skills Training
- Instruction: Mobility
- Instruction: Daily Living
- Independent Living Skills
- Specialized Children's Services
- Randolph-Sheppard Business Enterprise Program (BEP)

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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.

Pennsylvania Office of Vocational Rehabilitation

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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

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- 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).

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Measuring Business Engagement
Measures Across WIOA Core Programs

B. WIOA CORE PROGRAM BUSINESS & EMPLOYER SERVICES MEASURES			
1. Employer Information and Support Services	Previous Quarter	Current Quarter	Cumulative 4th Quarter
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			

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- 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

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Pie chart segments:
- PA OVR
- Training Provider- Goodwill Ind.
- Kelly Services
- Community Rehabilitation Providers
- Workforce Partners CareerLink ETPL List

Staircase steps:
- Make the Business Case
- Build Your Core Team
- Develop a Plan
- Leverage Resources
- Prepare Your Company
- Interview and Hire
- Train and Evaluate
- Build on Your Successes

Action Steps
Kick off meeting with all stakeholders & staff
Source candidates for academy (all systems)
Interviewer training
Review candidates; move to interview process
Interviews
Training for partners / OVR, CareerLink, CRP's, VR&E
Background checks / drug screens Kelly/Site Trainer
Start of Talent Academy

Pennsylvania Office of Vocational Rehabilitation

6-Week Curriculum	Soft Skills Training (3 hours per day)	Hard Skills Training (3 hours per day)
Week 1	Communication Community First Aid	Distribution Orientation
Week 2	Attitude and Teamwork OSHA 10	Sorting and palletizing
Week 3	Networking OSHA 10	Picking and unpacking
Week 4	Problem Solving, Critical Thinking, and Professionalism	Testing and repacking
Week 5-6	N/A	Paid Kelly Internship (OJT) (Full 8 Hour Shift) 80 hours per Trainee

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

pennsylvania
DEPARTMENT OF LABOR & INDUSTRY

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 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.

Questions

Contact Information

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Other Resources

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

Mar 2019	Mar 2018	Volume Change	Percent Change
308,515	298,683	9,832	3.3%

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

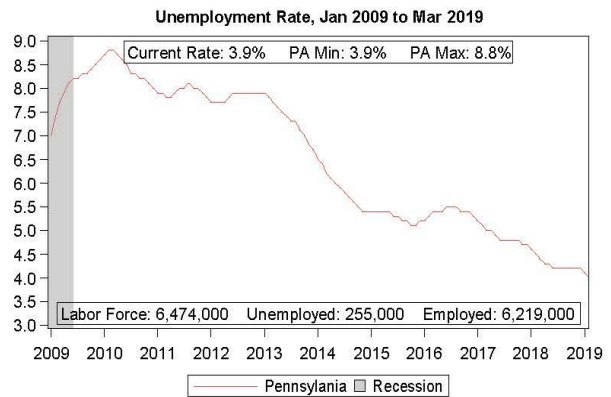Source: U.S. Census 5-Year Estimate 2012-2016 (Table: S2101)

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)

Unemployment Rate, Jan 2009 to Mar 2019

Current Rate: 3.9%   PA Min: 3.9%   PA Max: 8.8%

Labor Force: 6,474,000   Unemployed: 255,000   Employed: 6,219,000

Pennsylvania   Recession

Top 25 Employers by Employment in Q3 of 2018

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

Source: Quarterly Census of Employment and Wages

Unemployment Compensation (UC) by Pre-UC Industry	Apr 2018 to Mar 2019		Mar 2019 Initial (IC) and Continued (CC) UC Claims			
	Exhaustees	Percent	IC Total	IC Percent	CC Total	CC Percent
Natural Resources & Mining	690	0.8%	857	1.5%	12,961	2.1%
Construction	9,080	10.9%	13,471	23.6%	151,621	24.7%
Manufacturing	9,670	11.7%	6,732	11.8%	61,057	9.9%
Trade, Transportation & Utilities	16,680	20.1%	6,768	11.8%	93,713	15.3%
Information	1,340	1.6%	452	0.8%	7,252	1.2%
Financial Activities	4,890	5.9%	984	1.7%	21,476	3.5%
Professional & Business Services	15,640	18.8%	6,805	11.9%	113,086	18.4%
Education & Health Services	13,640	16.4%	4,133	7.2%	62,421	10.2%
Leisure & Hospitality	6,300	7.6%	5,570	9.7%	54,182	8.8%
Other Services	2,310	2.8%	718	1.3%	12,153	2.0%
Government	900	1.1%	327	0.6%	7,633	1.2%
Info Not Available	1,860	2.2%	358	0.6%	3,069	0.5%
Total	83,000	100%	57,174	100%	614,173	100%

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

Source: Pennsylvania Unemployment Compensation System

Center for Workforce Information & Analysis

Quarterly Census of Employment and Wages, 2017 Annual Averages					
NAICS	NAICS Description	Establishments	Employment	Employment %	Average Wage
	Total, All Industries	354,025	5,799,189	100.0%	$54,000
11	Agriculture, Forestry, Fishing and Hunting	2,228	24,578	0.4%	$35,108
21	Mining, Quarrying, and Oil & Gas	1,279	25,776	0.4%	$89,492
22	Utilities	1,361	34,950	0.6%	$96,285
23	Construction	28,563	257,117	4.4%	$64,263
31-33	Manufacturing	14,417	562,435	9.7%	$61,131
42	Wholesale Trade	24,144	218,879	3.8%	$79,577
44-45	Retail Trade	41,530	630,227	10.9%	$28,282
48-49	Transportation and Warehousing	10,965	296,327	5.1%	$48,050
51	Information	4,754	86,754	1.5%	$77,712
52	Finance and Insurance	18,215	260,712	4.5%	$91,727
53	Real Estate and Rental and Leasing	10,311	63,639	1.1%	$58,254
54	Professional and Technical Services	39,946	356,921	6.2%	$91,934
55	Management of Companies and Enterprises	4,202	136,087	2.3%	$127,039
56	Administrative and Waste Services	17,868	316,755	5.5%	$35,524
61	Educational Services	8,879	481,490	8.3%	$55,672
62	Health Care and Social Assistance	54,663	1,041,775	18.0%	$49,452
71	Arts, Entertainment, and Recreation	5,109	99,599	1.7%	$31,564
72	Accommodation and Food Services	28,219	470,584	8.1%	$18,125
81	Other Services (Except Public Administration)	32,299	198,997	3.4%	$32,698
92	Public Administration	5,076	235,588	4.1%	$59,486

Company Ownership				
Total, All Ownership	354,025	5,799,189	100.0%	$54,000
Private Ownership	340,719	5,124,522	88.4%	$53,673
Federal Ownership	2,734	97,174	1.7%	$74,249
State Ownership	1,448	133,286	2.3%	$60,158
Local Ownership	9,124	444,207	7.7%	$51,492

Occupational Employment (2016) and Wages (2017)				
SOC Code	Major Occupational Group	Employment	Entry Wage	Average Wage	Experienced Wage
	Total, All Occupations	6,181,960	$21,810	$48,760	$62,230
11-0000	Management	296,550	$60,840	$123,380	$154,650
13-0000	Business & Financial Operations	292,690	$43,790	$73,290	$88,050
15-0000	Computer & Mathematical	158,430	$48,630	$83,060	$100,270
17-0000	Architecture & Engineering	102,530	$46,790	$78,830	$94,850
19-0000	Life, Physical & Social Science	52,740	$39,260	$73,800	$91,070
21-0000	Community & Social Services	142,280	$28,410	$44,300	$52,240
23-0000	Legal	49,600	$42,320	$104,360	$135,380
25-0000	Education, Training & Library	341,210	$26,970	$58,430	$74,160
27-0000	Arts, Design, Entertainment, Sports & Media	81,900	$23,110	$49,700	$62,990
29-0000	Healthcare Practitioners & Technical	395,930	$37,790	$75,210	$93,920
31-0000	Healthcare Support	198,080	$23,020	$31,380	$35,550
33-0000	Protective Service	126,170	$21,830	$44,800	$56,290
35-0000	Food Preparation & Serving Related	498,670	$17,420	$23,380	$26,360
37-0000	Building & Grounds Cleaning & Maintenance	209,280	$19,430	$28,530	$33,080
39-0000	Personal Care & Service	279,300	$18,330	$25,710	$29,400
41-0000	Sales & Related	601,030	$18,100	$41,000	$52,450
43-0000	Office & Administrative Support	965,560	$23,140	$37,220	$44,260
45-0000	Farming, Fishing & Forestry	35,670	$19,530	$32,550	$39,060
47-0000	Construction & Extraction	254,290	$30,630	$50,840	$60,940
49-0000	Installation, Maintenance & Repair	239,150	$28,710	$46,960	$56,090
51-0000	Production	400,560	$24,350	$39,010	$46,340
53-0000	Transportation & Material Moving	460,360	$21,550	$36,250	$43,600

Note: 'ND' represents Non-Disclosable information.

pennsylvania
DEPARTMENT OF LABOR & INDUSTRY
CENTER FOR WORKFORCE INFORMATION & ANALYSIS

Website: www.workstats.dli.pa.gov   Email: workforceinfo@pa.gov   Phone: 877-4WF-DATA

Statewide Workforce, Education, and Accountability Program

The Statewide Workforce, Education, and Accountability Program (SWEAP) initiative provides growth opportunities for Pennsylvanians from birth to retirement. The proposal expands access to early childhood education, increases investments in schools, and partners with the private sector to build on the PAsmart initiative, and developing a well-educated, highly-trained workforce in Pennsylvania.

Children and Families

Child Care Waiting List for Infants and Toddlers: $15 million in federal funds to reduce waitlist times and fund additional infant and toddler slots within Keystone STARS 2, 3, and 4 programs.

Home Visiting: $5 million in state funds to expand access to evidence-based home visiting services to 800 additional at-risk children and families.

Keystone STARS Tiered Reimbursement: $10 million in federal funds to increase the tiered reimbursement rate for infants, young toddlers, and older toddlers at Keystone STARS 2, 3, and 4 programs.

Early Intervention Rate Increase: $5 million in state funds and $1.8 million in federal funds to provide a 3% rate increase for early intervention providers that serve at-risk children and families.

Parent Pathways: $5 million in state funds to fund 5-7 pilot programs using the Parent Pathways model, which uses a multi-generational, whole-family approach to provide support services to low-income single parents pursuing higher education.

Education

Modernizing the Compulsory Age of School Attendance: This policy initiative updates the statutory compulsory age of school attendance to meet the educational needs of students:
- **Lower school starts from 8 to 6 years of age:** Will ensure young students have access to kindergarten at an earlier age, ensuring children get off to a good start in school and prevent students from falling behind their peers who enter school at an earlier age.
- **Increase drop out age from 17 to 18 years of age:** Will ensure high school students have more time to obtain their high school diploma, and prepare for college and career.

Impact Study of Universal Free Full-Day Kindergarten: This policy initiative mandates a study on the efficacy and impact of lowering the compulsory age of school attendance further to five and providing universal free full-day kindergarten for all five year-olds.

Teacher in the Workplace: $5 million in federal funds to expand the Teacher in the Workplace program that directly connects schools and business, and provides teachers with the opportunity to learn about the skills and knowledge students need to succeed in today's workplace.

Increase Minimum Teacher Compensation: $14 million in state funds to increase the minimum teacher salary from $18,500 to $45,000 per year, and give a raise to approximately 3,250 teachers and school professionals.

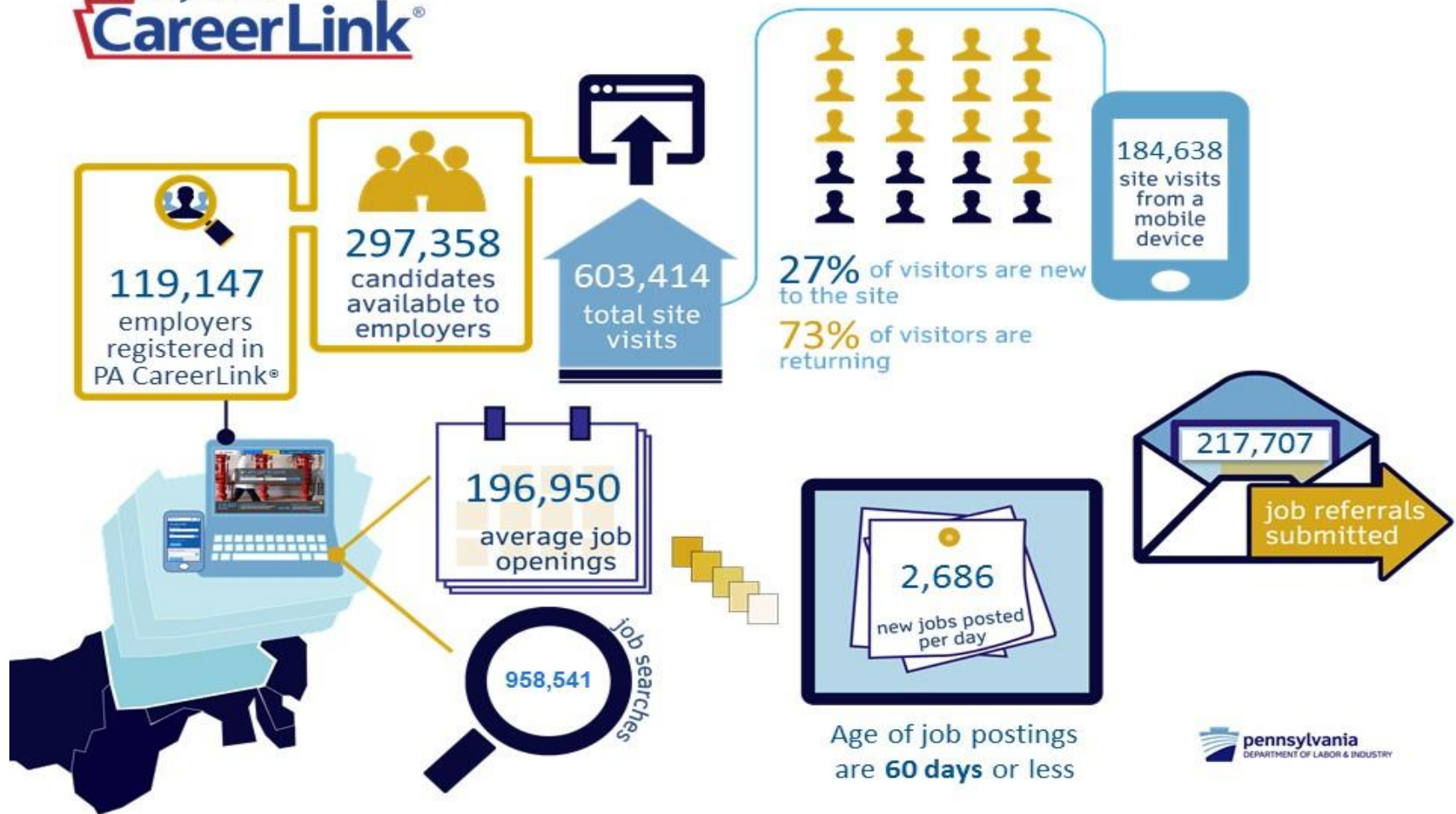## Higher Education and Workforce

Community College Tuition Assistance: $8 million in state funds to provide $2,500 grants to up to 3,200 community college students that intend to stay and work in Pennsylvania.

Expanding PAsmart: $40 million in state funds ($30 million existing and $10 million new funding) to expand the PAsmart initiative to provide additional resources to build Pennsylvania's skilled workforce:
- $20 million to expand Computer Science and STEM education and professional development
- $7 million to expand pre-apprenticeship and registered apprenticeship
- $3 million to expand Next Generation Industry Partnerships
- $6 million to expand adult career and technical education (CTE) training programs (NEW)
- $4 million to expand the Manufacturing to Career Training Grant (NEW)

Employer Skills Fund: $12 million in state funds to create a competitive grant program that provides resources directly to employers developing innovative solutions to recruit, train, and retain talent. DCED recently announced a Request for Information to gather feedback from businesses and other organizations to inform the development of the Employer Skills Fund. Comments are due Monday, May 20, 2019.

Keystone Economic Development and Workforce Command Center: Through Executive Order 2019-02, Governor Wolf created the Keystone Command Center, an initiative to bring together state leaders to create a public-private partnership to identify and address barriers to economic growth and building a strong workforce. The six Keystone Command Center co-chairs include the Secretaries of L&I, DCED, and State; the PA Chamber; the AFL-CIO; and the Team PA Foundation.

Pennsylvania CareerLink®

119,147 employers registered in PA CareerLink®

297,358 candidates available to employers

603,414 total site visits

27% of visitors are new to the site

73% of visitors are returning

184,638 site visits from a mobile device

196,950 average job openings

958,541 job searches

2,686 new jobs posted per day

Age of job postings are 60 days or less

217,707 job referrals submitted

pennsylvania DEPARTMENT OF LABOR & INDUSTRY

March 1, 2019 – March 31, 2019

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CWDS/PA CareerLink® User Demographics & Services

Commonwealth Workforce Development System

4.72 million users

16,309 new registrations in March 2019

228,924 youth

Services for March 2019

1,077 Labor Exchange

167,845 WIA/WIOA

1,983 Training

1,819 occupational

8 OJT

135 remedial

2,368,905 men

2,087,059 women

1,250,114 claimants

1,604,615 diploma or GED

355,660 some college

561,986 less than diploma

242,541 bachelors degree

210,598 associates degree

17,544 apprenticeships

168,090 beyond bachelors

21,537 disability

344,065 veterans

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Youth Committee – Career Readiness Definition for Vote by Board

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.

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WORKFORCE DEVELOPMENT BOARD

Tom Wolf   **Jeff Brown**
Governor   Chair