



Quarterly Meeting Briefing Book

October 10, 2023
12:00 PM

Josh Shapiro
Governor

Terry Wiltout
Chair



Quarterly Meeting Briefing Book
Table of Contents
October 10, 2023

Agenda	3
May 24, 2023 Minutes	4
Department of Labor & Industry Workforce	11
Office of Vocational Rehabilitation	18
Department of Human Services	21
Department of Community and Economic Development	24
Department of Education	27
Department of Aging	29
Department of Agriculture	30
Department of Corrections	31
Apprenticeship and Career & Technical Education Committee Update	33
Youth Committee Update	34
Industry Partnership & Employer Engagement Committee Update	35
Continuous Improvement of the PA CareerLink® System Committee Update	36
Agriculture Workforce Committee Update	37
Healthcare Workforce Committee Update	38
Education Workforce Committee Update	39
Manufacturing Workforce Committee Update	40
Construction Workforce Committee Update	41
Barriers Committee Update	42
Reentry Committee Update	43
Persons with Disabilities Workforce Committee Update	44
Pennsylvania Profile – Labor Market Update	45
WIOA Titles I & III Performance Update	47
Broad Goals for PA WIOA Four-Year Combined State Plan	50
PA CareerLink® Update	51

Quarterly Meeting
Tuesday October 10, 2023

Agenda (subject to change)

- 12:00 PM Call to Order – Chair’s Updates, Terry Wilttrout
- Roll Call
 - Approve May 24, 2023, Quarterly Meeting Minutes – **VOTE**
 - Chair’s Vision for the WDB
- 12:15 PM Housekeeping & WIOA Combined State Plan Time, James Martini
- 12:25 PM New Staff Introduction
- Kristina Gonzalez
- 12:30 PM Agency Updates
- Nancy Walker – Secretary Labor & Industry
 - Ryan Hyde – Executive Director Office of Vocational Rehabilitation
 - Khalid Mumin – Secretary Education
 - Valerie Arkoosh – Secretary Human Services
 - Rick Siger – Secretary Community and Economic Development
 - Russel Redding – Secretary Agriculture
 - Jason Kavulich – Secretary Aging
 - Laurel Harry – Secretary Corrections
- 1:00 PM PA WDB Committee Updates
- Apprenticeship & CTE, Chair Angela Ferritto
 - Youth, Chair Chekemma J. Fulmore-Townsend
 - Industry Partnership & Employer Engagement, Chair John “Ski” Sygielski
 - Continuous Improvement of the PA CareerLink® System, Chair Brian Funkhouser
 - Healthcare Workforce, Chair Matt Yarnell
 - Agriculture Workforce, Chair Brian Campbell
 - Education Workforce, Chair Timothy James
 - Manufacturing Workforce, Chair Mike Wojewodka
 - Construction Workforce, Chair Karen Masino
 - Barriers, Chair Shea Zwerver
 - Reentry, Chair TBD
 - Persons with Disabilities Workforce, Chair TBD
- 1:30 PM Board Member Introductions
- 1:55 PM Public Comment
- 2:00 PM Adjourn – **VOTE**

Next Meeting: November 15, 2023 – 10AM to 2PM: HACC York Campus

PA WDB Quarterly Board Meeting

Wednesday, May 24th, 2023

11AM to 1PM

Meeting Minutes

Attendance

Members:

- Terry Wiltrout for Chair Jeff Brown
- Deputy Chief of Staff Tori Shriver for Governor Josh Shapiro
- Secretary Akbar Hossain
- Acting Secretary Nancy Walker
- John “Ski” Sygielski
- Denise Andahazy
- Deputy Secretary Dan Kuba
- Mike Wojewodka
- James Harper Jr.
- Acting Secretary Dr. Khalid Mumin
- Deputy Secretary Hoa Pham for Secretary Val Arkoosh
- Jolene Reid
- Deputy Secretary Cheryl Cook for Secretary Russell Redding
- Brian Campbell
- Tim Bean
- Sarah Hollister
- Justin Genzlinger
- Tim James
- Marguerite Kline
- Pat Eiding
- Angela Ferritto
- Dave Miles for Acting Secretary Jason Kavulich
- Commissioner Robert Harvie Jr.
- Dorenda Hamarlund for Acting Secretary Laurel Harry
- Gwen Ross for Secretary Rick Siger
- Jeff Abramowitz
- Eric Kratz for Senator Camera Bartolotta
- Gregg Riefenstahl
- Nick Centurione for Senator Amanda Cappelletti
- Chekemma Fulmore-Townsend

Committee Chairs:

- Chair John “Ski” Sygielski, Industry Partnership & Employer Engagement Committee
- Chair Jeff Abramowitz, Reentry Ad Hoc Committee
- Chair Chekemma Fulmore-Townsend, Youth Committee
- Denise Andahazy for Chair Brian Funkhouser, Continuous Improvement Committee
- James Martini for Chair Matt Yarnell, Healthcare Workforce Committee

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

Chair’s Updates

Terry Wiltrout from the Washington Health System chaired the meeting on behalf of Chair Jeff Brown. Chair Wiltrout sought a motion to approve the February 7th meeting minutes.

MOTION: David Miles made the motion. John Sygielski seconded the motion. The motion passed unanimously.

Chair Wilttrout made note of the bylaws that were approved by Governor Shapiro for Executive Order 2018-4. Chair Wilttrout expressed his gratitude for the board and CareerLink® in helping with recruiting and educating those in healthcare. He also shared some of the recent statistics on their workforce development.

New Staff Introduction

Chair Wilttrout introduced Dan De Lellis, Belinda Nester, and Erin Donohoe as new staff members to the board. All three expressed their gratitude and excitement towards the future with the board. To finish the new staff introductions, Chair Wilttrout introduced Angela Ferritto as the new chair for the Apprenticeship and Career Development Committee. Ms. Ferritto expressed her excitement for the future with this committee.

Agency Official Updates

Chair Wilttrout began by thanking Deputy Chief of Staff Tori Shriver and Secretary Akbar Hossain for joining the meeting.

- **Dr. Khalid Mumin, Acting Secretary of the PA Department of Education (PDE)**
Acting Secretary Mumin began by introducing Dr. Kate Shaw as the new Deputy Secretary for the Office of Postsecondary and Higher Education and Rick Levis as PDE's Deputy Policy Director. Acting Secretary Mumin expressed his excitement at working with the new administration and emphasized that the Department of Education and the Governor's Office are on the same accord. In educator workforce, Acting Secretary Mumin emphasized that recruitment and retaining teachers is a top priority in addressing the teacher shortage. He noted that the legislators have also been working to address this through statutes which he said he will provide updates on as the work progresses. PDE also announced that career technical education schools can apply to the Department to offer a program to students interested in teaching. On May 1st, PDE announced \$1.5 million in grant funding that was awarded to 15 universities in partnerships with school districts to fast-track individuals for certification and special education teachers. In career and technical education, Acting Secretary Mumin emphasized the importance of work-based learning experiences and noted that PDE has posted guides to assist employers in serving as work-based learning sites. In regard to digital skills, Acting Secretary Mumin noted that PDE continues to work with the PA Broadband Development Authority and provides information regarding digital skills and training providers online.
- **Nancy A. Walker, Acting Secretary of the PA Department of Labor and Industry (L&I)**
Acting Secretary Walker began by emphasizing the importance of a trained workforce and thanked the Board for their work in addressing problems in relation to the workforce. Acting Secretary Walker gave a brief update on unemployment compensation and noted that there is still a significant number of backlog complaints. To address this issue, L&I is working on adding an additional 300 people to that space. L&I is also adding UC Service Center staff to PA CareerLink® across the state and adding 35 people to southeastern Pennsylvania. L&I's Office of Vocational Rehabilitation is also working to hire 30 full time help desk positions. Acting Secretary Walker stated that their goal is to alleviate the backlog by August.
- **Ryan Hyde, Executive Director of the Office of Vocational Rehabilitation (OVR)**

Acting Secretary Nancy Walker spoke on behalf of Mr. Hyde. Acting Secretary Walker announced that OVR had received \$13.9 million grant from the Rehabilitation Services Administration to focus on student youth and adults and getting them competitive, integrative wages. OVR is also focused on rapid hiring and is specifically focusing on students who are finished with their programs and in search of jobs. Acting Secretary Walker also highlighted OVR's different summer programs. In their college and state internship program they have 28 interns working across the state. In the My Works program they anticipate having 550 students participate. This summer OVR will also have their two summer academies for disabled students. Acting Secretary Walker also noted that OVR is working to apply for a Pathways Partnership and Integrative Demonstration Project grant that will aim to help underserved communities in rural and inner-city areas.

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

Deputy Secretary Kuba began by highlighting that the Workforce Development Deputate is working with several other agencies to address workforce issues. He noted that within the budget they have requested additional dollars to help with some of their programs. For the School to Work program, they have requested \$3.5 million dollars. He also noted that there are a variety of different programs and grants funded out of pre-apprenticeship and apprenticeship which allows Workforce Development to provide tailored support to local areas. Deputy Secretary Kuba also emphasized the importance of the apprenticeship models. He announced that the Apprenticeship and Training Office has been able to expand to 13 people and their goal is to reach about 18-20 people. They currently have a registered apprenticeship unit, a grant and data unit, and a pre-apprenticeship unit that they are looking to expand. Deputy Secretary Kuba noted that health care workforce is a priority for L&I, and they have created nursing pathways through their apprenticeship grant opportunities to help in addressing the shortage. He also noted that broadband continues to be a major priority for the Commonwealth and the Department has created digital literacy grants to help in addressing this issue. He also noted that they will be bringing on a contractor to assess the strengths and weakness of the digital literacy grant program to help ensure that the initial investments will be approved. Also, within the apprenticeship model, they have started a Diversity, Equity, Inclusion, and Access grant aimed at the building and construction trade's recruitment and retention of individuals of minority status. They are also working with PDE to bring in a consultant to assess an apprenticeship model for teachers. Deputy Secretary Kuba also highlighted that the bureau is focusing on how they can help local areas through flexible funding and investments and improving the line of communication between the state and local workforce development boards.

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

Deputy Secretary Hoa Pham spoke on behalf of Secretary Arkoosh and sent her regrets for not being able to join the meeting. Deputy Secretary Pham highlighted the importance of affordable and safe childcare for workers across the Commonwealth and emphasized the Shapiro Administration's continual investment into childcare with workforce providers. The investment is a combination of federal and state dollars that comes to about \$1 billion for stabilization grants for childcare centers across the Commonwealth as well as for support in recruiting and retaining staff. Deputy Secretary Pham also highlighted that DHS is largely focused on ending temporary policies related to the public health emergency. They are expecting that this will impact about 1.8 million Pennsylvanians who are currently receiving SNAP benefits. They are anticipating a reinstatement of some subsection of work requirements for SNAP recipients to start on July 1st, 2023, and that about 300,000 of the adult SNAP recipients will be

subjected to these requirements. Deputy Secretary Pham also noted that the unwinding of these temporary policies will also narrow the window of SNAP eligibility for students. She stated that they are expecting these policies to end June 30th, 2023, but that DHS is actively pursuing options to retain eligibility for some segment of those students. DHS has also been working on strengthening their statewide partnerships and extending them through 2025. Deputy Secretary Pham also noted that DHS has made progress in alleviating the administrative burden that falls on their workforce partners. She stated that over the past year and a half, there has been a minimal increase in refugees coming into Pennsylvania and that they have an ongoing demand for adult basic education and English language learning services. Deputy Secretary Pham ended by highlighting DHS' initiatives in development for their own staff as well as their focus on increasing wages for their staff.

- **Rick Siger, Secretary of the PA Department of Community and Economic Development (DCED)**
Gwen Ross spoke on behalf of Secretary Siger and began by expressing DCED's excitement with the proposed budget. Ms. Ross noted that there is nearly \$50 million in new funding being proposed for DCED that emphasizes community and economic development investments. Regarding the Broadband Development Authority, Ms. Ross noted that the Authority has received confirmation of awards for BEAD and Digital Equity Planning grants. The Authority has also been approved for a \$200 million grant plan from the Capital Projects Fund and the application window is now open for this program through July 10th. The Authority has also executed a contract with Penn State to assist in developing bulk challenge data and a contract with Michael Baker International to assist in the development of Pennsylvania's five-year Action Plan and Digital Equity Plan per federal guidance. Ms. Ross noted that those plans are due later this year and that local town hall meetings should be coming up soon in regard to those.
- **Russell Redding, Secretary of the PA Department of Agriculture**
Deputy Secretary Cheryl Cook spoke on behalf of Secretary Redding who could not attend the meeting. Deputy Secretary workforce is currently one of the top issues for the Department of Agriculture. She noted that there are a number of farms starting to look for transition but only about 13 percent of PA's farmers are 35 or under. She also highlighted that PA has a robust beginning farmer focus with DCED's First Industries Fund. They have also found that agriculture is expanding to many urban areas as well with Philadelphia being on the map for agricultural production. With their partnership with L&I, they have discovered that about a third of new employees in agricultural are coming from familial ties. Deputy Secretary Cook also noted that they have been very focused on apprenticeships and most recently they had a Dairy for Advantage apprenticeship. She then turned it over to Brian Campbell who is a farmer from Columbia County, Bloomsburg Borough Area. Mr. Campbell noted that his workforce is mainly H2A workers which has provided its own challenges but is really the only legal workforce system in agriculture for their use. He ended by emphasizing their dedication to continuing their work and helping other farmers succeed as changes come around.
- **Jason Kavulich, Acting Secretary of the PA Department of Aging**
David Miles represented Acting Secretary Kavulich. Mr. Miles did not have an agency update but expressed his excitement at partnering with the Board in the future.
- **Laurel Harry, Acting Secretary of PA Department of Corrections (DOC)**
Dorenda Hamarlund spoke on behalf of Acting Secretary Harry who could not attend the meeting. She highlighted that the department was partnering with Philadelphia Works on the Workforce Development Board to work with reentrants in the Philadelphia area. Through this partnership, they will be able to track their metrics and if it goes well, hope to replicate it with other boards across the state. The Department is continuing to focus on their vocational programs and ensure that they correlate with the employer needs

outside. Ms. Hamarlund also noted that the department has PELL, and they are working with 5-6 universities to get signed letters of understandings which should be ready to go for the January semester. Ms. Hamarlund also highlighted that the Department of Corrections has made internal changes to allow their inmates to have access to a free birth certificate. She noted that there have still been some challenges with inmates from particular areas like Puerto Rico, New York, and New Jersey. The Department now also has a MoU with PennDOT to provide photo IDs and driver's license renewals for inmates. Pat Eiding spoke regarding the reentry partnership with Philadelphia and noted that they have a need for more employers to be involved. He also noted that he was hopeful for the program to take off. Jeff Abramowitz also commented on the partnership with Philadelphia and suggested that DOC also consider opening up to community partners alongside employers. Ms. Hamarlund ended by advising the Board to look at other state laws that are dictating when and how employers should do background checks in their hiring practices and look at how that could be regulated within Pennsylvania.

Workforce Development Board Committee Updates

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

Chair Townsend noted that the committee continues to meet regularly to discuss ways that they can support young people through programming and working with other departments. In the last quarter, they met with OVR to get a better understanding of the options and necessary requirements in order to better promote these options. The committee is also looking to set standards when it comes to quality summer experiences for young people. Chair Townsend also noted that since their policy recommendations last year, the committee has been discussing how they wish to prioritize additional policy recommendations. She noted that the committee is looking at how they can be a better partner to the pre-apprenticeship programs as well as how they can be an advocate for young people dealing with mental health issues. Chair Townsend ended by highlighting that the committee has also been discussing the ways in which the committee can identify best practices when it comes to Gen Z workers.

- **Healthcare Workforce Committee, Chair Matt Yarnell**

James Martini gave the update on behalf of Chair Matt Yarnell and sent his regrets for not being able to attend the meeting. Mr. Martini began by highlighting that 12 recommendations have come out of the Healthcare Committee over the last five years, and they continue to be priorities. Mr. Martini noted that recruitment and retention continue to be a problem across the healthcare system and that the committee wants to work on finding ways to develop career growth opportunities particularly for employees at the entry level. He also noted that the committee is looking at how the Board can improve the quality of these jobs. Mr. Martini ended by highlighting that the committee is also looking at the specific challenges that arise with rural health and what they can do to improve the health care services in those areas. In relation to recruitment, Dorenda Hamarlund asked Mr. Martini if the board was having any conversations in relation to licensing. Deputy Chief of Staff Shriver stated that there was an executive order given to every agency to review their processes for licensing and certifications and they are currently going through that process now. Secretary Hossain also added that the analysis of these processes is happening in their new office of Transformation and Opportunity and that their goal is to work on bringing the average time down for licensing and certifications.

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

Denise Andahazy spoke on behalf of Chair Funkhouser and began by giving a shout-out to Erica Mulberger for her presentation that she gave to the committee on the mobile PA CareerLink®. She also noted that for those who are interested in the mobile PA CareerLink® for their workforce they should speak to Erica.

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

Chair Sygielski began by drawing attention to the eight industry partnership goals listed in the book. Chair Sygielski then asked that the Board vote on the recommendations they listed and thanked Michelle Lengel and James Martini for the work they have done to support the committee.

MOTION: Chair Wilttrout called for a motion to accept the eight industry partnership goals. The motion was made by Pat Eiding and seconded by Chekemma Fulmore-Townsend. It passed unanimously.

- **Reentry Ad Hoc Committee, Chair Jeff Abramowitz**

Chair Abramowitz began by highlighting that the reentry committee is a joint committee with the Pennsylvania Reentry Council and that together they have multiple initiatives that will be moving forward. The committee is also moving forward with initiatives for statewide workshops on hiring reentrants and looking at the data from their investment study to help both employers and the workforce community. He also highlighted that they are currently working on employability certifications for reentrants as well as fair chance certifications for employers who are reentry friendly. Chair Abramowitz highlighted that the committee had two recommendations that they wished to vote on. The first recommendation was to extend the immunity statute to employers for providing economic opportunity to reentrants. He highlighted that in other states that have extended this statute it has provided a lot of relief for employers who have concerns about being sued because of the criminal background of their employees.

MOTION: Chair Wilttrout called for a motion for the recommendation for the employer immunity. The motion was made by John Sygielski and seconded by Acting Secretary Walker. It passed unanimously.

Chair Abramowitz then went on to propose the committee’s second recommendation in relation to Act 53 that reformed the criteria for occupational licensing in the state. He noted that this act targeted one of the biggest barriers for reentrants and eliminated some of the vague criteria in the licensing requirements while also requiring that the criminal convictions be directly related to the work in order to be denied. Recent regulations, however, include a rebuttal presumption in which criminal histories are taken into consideration. Chair Abramowitz stated that the committee’s second recommendation would be to go back and ask the governor to support a revisit of these new regulations. He noted that these regulations are still in the proposed stage and that they defeat the entire purpose of the Occupational Licensing Law which was supported by the Board.

MOTION: Chair Wilttrout called for a motion for recommendation 2 for Act 53 of the 2020 regulations. The motion was made by John Sygielski and seconded by another board member. It passed unanimously.

Additional Committee Comments

James Martini highlighted that workforce is a massive priority for the Shapiro administration and as part of that, the Board has been asked to consider forming 7 additional committees. Two of the committees they have already chosen chairs for. For the committee directly related to the teacher shortage, Sarah Hollister will be chair and for the committee on apprenticeships and career and technical education, Angela Ferritto will be chair. Mr. Martini noted that there are five other potential committees that they will need board members to chair and that if anyone was interested, they should contact him. The five other committees will focus on barriers to employment, Manufacturing, Construction, Agricultural workforce, and workforce challenges for individuals with disabilities. Ms. Hollister and Ms. Ferritto both highlighted the importance of this work and their excitement at working with their new committees.

Public Comments

- **Carrie Amann, Executive Director of the Pennsylvania Workforce Development Association (PWDA)**
Ms. Amann began by noting that the current labor market is expected to be tight for a number of years and that the association is here to continue to advocate for innovative thinking around workforce development. She noted that the association supports the Governor's budget and the Board's efforts to coordinate across state agencies. Ms. Amann highlighted that it is the local organizations that ultimately have to navigate agency rules and programming and emphasized the importance of state agencies working together on new points and training programs. Ms. Amann thanked Terry Wilttrout for his earlier comment on the work done by Amy Gatz and Southwest Corner and highlighted that Mr. Wilttrout is an employer model at the association for what works. Ms. Amann emphasized the importance of continuing to look at technological innovations and what customer service looks like. She also noted that it is important that the local boards be resourced with data to better serve their customers. She emphasized the importance of engaging local leadership and advised the board to think about opportunities that exist; particularly around reauthorization of WIOA in DC. Ms. Amann ended by expressing her excitement at working with the board and offered the board members help in finding more local partners as needed.

Final Remarks and Adjournment

Chair Wilttrout ended by thanking Chair John "Ski" Sygielski for his service and hosting the board for the meeting.

MOTION: Pat Eiding made the motion to adjourn. Mike Wojewodka seconded. The motion was passed unanimously.

Quarterly Meeting Agency Update

October 10, 2023

Pennsylvania Department of Labor and Industry

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

Apprenticeships and Pre-Apprenticeships

The 2022-23 school year is the first graduating class with the ability to consider pre-apprenticeship as a fulfillment for **graduation requirements**, due to **Act 158**: Alternative Pathways to Graduation. This has led to an influx in high-school student serving programs. Along with the existing collaborative relationship between the pre-apprenticeship division at the ATO and the PA Department of Education, additionally the ATO was invited to participate in the Career Ready Reboot Camp training sessions happening around the state in the 10 Career Ready PA Regions. These trainings kick off October 6th in Erie and will complete by the end of 2023.

The Apprenticeship and Training Office (ATO) within L&I continues to prioritize apprenticeship integration into the workforce system. With the increase of regional Apprenticeship and Training Representatives (ATRs) and other strategic staffing within the office leading to increased capacity, the ATO has begun the process of cultivating close relationships with Local Workforce Development Board (LWDB) and PA CareerLink® leadership as they build apprenticeship into their local efforts, plans, and professional development. Current efforts to educate workforce staff entails a comprehensive training of what registered apprenticeship and pre-apprenticeship is and offered through a full one-day, onsite, Professional Development Day (PDD). This PDD is geared to provide information to workforce staff including Workforce Development Boards, CareerLink® leadership and frontline staff on the ways to best interact and engage with job seekers, employers and the ATO. The ATO provides guidance and resources to introducing Apprenticeship and Pre-Apprenticeship to engage employers and jobs seekers as well as the benefits and information on how apprenticeship is one of the most effective strategies for engaging employers and increasing performance outcomes for the public workforce system. Apprenticeship programs can help states and local areas meet their targets on the WIOA primary indicators.

The ATO continues to support the Registered Apprenticeship Navigator program, an apprenticeship program that trains professionals to develop and manage apprenticeship programs. This program has already trained nearly two dozen LWDB, PA CareerLink®, and Office of Vocational Rehabilitation (OVR) staff, with more set to graduate. Having workforce staff certified through this actual apprenticeship program offers an added layer of local support to current and prospective programs, as well as a level of expertise within each local workforce location, further extending the ATO's reach and allowing workforce providers to offer apprenticeship support and expertise more easily to both jobseeker and employer

clients. Additionally, PAsmart Ambassador Network grantees are required to partner with PA CareerLink® or One Stop Centers with a concentration on training or supporting Title One staff or other workforce development professionals who act as Ambassadors of Apprenticeship and grow this work.

Several grant opportunities are available to support apprenticeship programs in critical industries. They include:

- The ATO recently awarded approximately \$800,000 under its PAsmart **Supporting Broadband Infrastructure through Registered Apprenticeships and Pre-Apprenticeships** initiative, which supports *existing* Registered Apprenticeship and/or Pre-Apprenticeship Programs in broadband-related occupations. A specific focus is placed on non-traditional occupations and underserved populations to diversify the talent pipeline and meet industry needs. The awarded grantees are as follows: Construction Apprentice Preparatory Program, IBWE Local 126, IBEW Local 1319, and NuPaths.
- **The Creating Nursing Pathways in Pennsylvania through Apprenticeships** grant opportunity provides over \$503,000 in funding to support the development of new or expanded apprenticeship programs with emphasis on nursing occupations. While the first round of funding focused on supporting local workforce development boards, this opportunity expands eligibility to include any interested organizations. The deadline for applications was May 2023. Submitted applications are currently being reviewed and evaluated.
- The ATO recently awarded over \$397,424 under its **Increasing Diversity, Equity and Inclusion in the Building and Construction Trades through Apprenticeships and Pre-Apprenticeships** initiative, which supports alignment, expansion and diversification of the apprenticeship model within the building and construction trades to include non- traditional populations. Specifically, this initiative is intended to reach underrepresented populations, including women, people of color, individuals with disabilities, veterans, socio-economic disadvantaged individuals, individuals who speak English as a second language, individuals who were previously incarcerated, or individuals experiencing multiple barriers to employment. The awarded grantees are as follows: Apprentice Training for the Electrical Industry, EVOLVE, I-LEAD, inc., Steamfitters Local Union No. 449 JATC, and the Pittsburgh A. Philip Randolph Institute Education Fund.
- To address the significant teacher shortage in Pennsylvania, **the Building and Supporting a Certified Teacher Registered Apprenticeship Program in Pennsylvania** initiative made up to \$400,000 in funding available to a consulting organization or individual to develop a program framework and template for a Certified Teacher registered apprenticeship. This initiative, led by the ATO and BWDA in partnership with PDE, will allow local education agencies (LEAs) to build a pipeline of well-prepared teachers, with an emphasis on subject areas most impacted by local staffing shortages. The goal is for the framework to be replicated and tailored by LEAs to address specific regional needs. **The application deadline for this grant was September 15 and applications are in the process of being reviewed and evaluated. .**
- The Childcare Apprenticeship Initiative is currently in the planning stages to expand Childcare and Early Learning Registered Apprenticeships across the state to continue addressing this barrier to the workforce. The goals are to increase the number of childcare workers, assure they are earning living wages, and serve the childcare needs of families participating in other registered apprenticeship programs.
- ATO recently received \$1.2 million in **State Apprenticeship Expansion Formula** funding from USDOL. With this funding, the ATO plans to accelerate efforts to support the growing apprenticeship ecosystem in PA by increasing apprenticeship staff, building stronger partnerships with the State and local workforce and education system, improving data collection, establishing

or expanding the role of the business service representative or apprenticeship navigators, building Statewide capacity by hiring additional staff, improving employer engagement, and improving and/or developing marketing and advertising materials for RAPs. USDOL's SAE Formula grant program will also make formula funding available over the next four years with an additional opportunity to apply for competitive funding.

- Apprenticeship Building America (ABA) & Pennsylvania: The ATO continues to work with 10 LWDB partners awarded under the Apprenticeship Building America initiative to develop local apprenticeship strategies – program and participant-level activities began this quarter.

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

Staff Training

- **Commonwealth Workforce Development System (CWDS) Foundational Training:** BWPO made significant progress this performance year in developing and starting to deliver foundational training on the PA CareerLink® system of record – CWDS. The goal of the training and resources is to bring all CWDS users up to the same knowledge and skill level and provide access to the training and resources for new users as they come on board. This project started this performance period and will carry over into next year's performance period. Most of this period was used to complete a training needs assessment, develop resources, and create live and web-based training.

Outreach Engagement

- **PA CareerLink® Awareness Days 2023**
 - Between August 28 and September 15, the 62 PA CareerLink® offices across the commonwealth hosted over 56 events ranging from open houses, employment and resource fairs, job fairs and even a ribbon cutting.
 - The purpose of the events was to highlight the many programs and services that the PA CareerLink® has through career counseling, career development workshops, resume development, job referrals, and other similar employment-related services as well as training to gain the skills needed now and in the future to meet employer needs for a strong, skilled workforce.
 - Employers, community organizations and supportive service organizations all came together to support these events. The largest event was the Pittsburgh event, which was held on September 6th at the Pittsburgh stadium. Over 100 employers and 20 community organizations participated in the event and nearly 300 job seekers attended. All the events were a huge success and could not have been without the support of all the employers, community organizations, local elected officials, and of course the PA CareerLink® staff.
- **UI Claimant Outreach**
 - The UI Claimant Outreach aims to support the state and local areas in providing information and awareness from the highest tier in order to reconnect with individuals who have not returned to the PA workforce post-pandemic. BWPO and L&I's Press Office have worked closely together to design and create a combination of direct outreach, media coverage, social media coverage, and community events that focus on the nearly 400,000 unemployment claimants in order to connect them to employment opportunities and the resources to address any barriers to employment. A survey has been created for those UI claimants to gain an understanding of why they have not returned to the workforce. This information will be

crucial in developing the programs and services needed to support those who want to return to the workforce. This in turn will help the employers meet their needs of finding skilled workers and improve the of the PA economic ecosystem.

- **Commonwealth Job Vacancies on PA CareerLink®**

The Bureau of Talent Acquisition (BTA) has begun posting Commonwealth vacancies on the PA CareerLink® website. These postings require PA CareerLink® staff assistance which has our BWPO Career Advisors searching for candidates in the PA CareerLink® system by running applicant matches. Interested applicants are then referred to the Civil Service Website to complete the process. Through two months there have been 1128 job postings placed on the PA CareerLink® website with 6237 total referrals to those job postings and 1325 of those referrals were staff referrals. The initial reports from BTA shows 67 individuals were hired through the PA CareerLink® system.

- **Job Quality Academy**

The Department of Labor and Industry was accepted into the U.S. Department of Labor’s Job Quality Academy aimed at helping the workforce system focus on enhancing good jobs and opportunities for workers. A team of 5 individuals consisting of Workforce Development, Labor, Business, and the State Board have participated in two conferences in Washington D.C. hosted by Jobs for the Future and USDOL to develop a workable plan to pilot job quality initiatives in Pennsylvania.

Programs and Operations

- **SkillUp™ PA - SkillUp™ PA** is expanding to support justice impacted individuals reentering the community. An Interval Training was recently provided on utilizing SkillUp™ PA courses behind the walls. This has generated interest from local areas interested in reentry work in state and county correctional facilities. Metrix is working with local facilities to provide information on the secure version of the platform.

- **Digital Intake Form - The PA CareerLink® Digital Intake Form** provides a consistent, targeted way to gather pertinent customer demographic and employment barrier information for PA CareerLink® staff to utilize so that customers across the Commonwealth can have a more practical, productive, and uniform high-quality experience. This initiative rolled out to pilot offices on June 12, 2023, with a phased rollout approach for subsequent offices that started on August 28 and is slated to be completed by December 22, 2023.

Statewide implementation activities for each of the four additional phases include change readiness, training, and post-implementation support. The following is a brief break-down of where each of the phases is in the process at this time:

- Phase 1 (Pilot)
 - Completed full implementation as of 7/21
- Phase 2
 - Completed Go-Live August 28th
 - Post-implementation support 9/5 to 9/15
- Phase 3
 - Completed training sessions 9/7
 - Go-live start 9/18

- Phase 4
 - Post-implementation support until 10/6
 - Readiness calls started on 9/11
 - Training starts 10/11
 - Go-Live begins 10/30
 - Phase 5
 - Readiness calls start in October
 - Training begins November
 - Go-Live begins 12/4
- **Digital Skills Assessment Tool** – PA CareerLink® Online – as a first step in bridging the digital divide by creating a “no wrong door” approach to building digital skills. It is a multi-agency initiative with PDE to also post in libraries across the state.

Administrative and Grant Updates

- **The Statewide Layoff Aversion Program (SLAP):** The NGA was posted to the L&I website on February 17, 2023, with an application due date of April 3, 2023. The review team scored the projects and the recommendation to award was sent to leadership on April 27, 2023. The total funding available is \$6,000,000 with \$2,000,000 for the first year with option of \$2,000,000 per year for an addition two years. The Period of Performance will be July 1, 2023, to June 30, 2024 for the first year. Steel Valley Authority was awarded this grant.
- **The Digital Literacy and Workforce Development Round 4** grant offers approximately \$900,000 in funding to include awards of up to \$45,000 per project. This will be focused on supporting existing Round 2 Digital Literacy projects (period of performance from May 1, 2022 to July 31, 2023) to allow the department to address a critical workforce barrier to those seeking employment. The application deadline for was June 9, 2023. We received 17 applications for this round and have recommended the approval of 16 of these applications for \$685.356. The period of performance for this round is August 1, 2023 to July 31, 2024. Award notices were sent out to grantees in August of 2023
- **First Step Act Grant:** With grant funding from the U.S. Department of Labor’s First Step Act Initiative via the Employment and Training Administration, we will be investing \$9.5 Million by competitively awarding this amount to one entity that will support individuals incarcerated in federal prisons located in Pennsylvania and preparing them for reentry to the community through pre-release planning, training for employment, and other supportive services.

The Grant Agreement and NOO has been finalized with total funding of \$9,500,000 and an initial increment of \$4,500,000. Grants and Fiscal staff have met with the grantee on several occasions to clarify invoicing procedures.

Round 1 Expansion Opportunity (First Step Act) – The PA Department of Labor & Industry (L&I) is requesting \$2.6 million to invest in the expansion of services by incorporating an employment-focused peer mentoring component into our existing PROWD program. The additional funds will strengthen our program outcomes and provide the ultimate goal of sustained high-quality

employment and reducing recidivism. L&I in partnership with the PA Goodwill Reentry Collaborative is proposing the addition of a structured peer mentoring program for its participants in Stage 2 of its reSTART program, funded through the First Step Act (FSA) Initiative

- **Policy on Policies**

Pennsylvania's Workforce System Policy on Policies was published on July 28. A first of its kind in Pennsylvania, the workforce system Policy on Policies is a foundational document that outlines a standardized and consistent approach to policy development, implementation, and review within Pennsylvania's workforce system. By implementing this policy, we aim to achieve greater clarity, transparency, and accountability in our workforce development efforts. It provides a framework for effectively governing policies, ensuring they align with our workforce system's goals and meet stakeholders' needs. Through this policy, we strive to enhance consistency and continuity in our policies, promoting seamless coordination among different partners and enabling us to better serve the state and citizenry.

- **NDWG to Address the Opioid Crisis** is a rolling grant solicitation first introduced in 2018. The Pennsylvania Department of Labor & Industry is currently putting together an application package with a target submission date of October 31, 2023. This funding opportunity aims to create disaster-relief employment as well as to provide employment and training activities, including supportive services, to address economic and workforce impacts related to widespread opioid use, addiction, and overdose.

Nine Local Workforce Development Boards – including four out of the seven identified high-priority areas – have committed to participate as subgrantees in one or more of the proposed grant activities listed below:

- In-location employment services at recovery centers
 - Workforce coaching series for care coordinators
 - Employer training as an expansion of the Opioid ECHO Project
 - Hiring of a Title I dedicated staff
 - Supplementing training allowances for relevant careers
- **2023 LWDB Recertification** – In January, Oversight Services performed its biennial LWDB recertification for each of the 22 LWDBs. Once recertified, this certification will be good until January 2025. Presently, 20 of the 22 LWDBs are certified and two are still pending certification.

Center for Workforce Information and Analysis (CWIA)

- **Workforce Partner Visits:** Over the past few months, the CWIA has been traveling around the state to meet with local Workforce Development Board staff and PA CareerLink® staff to discuss CWIA resources, website navigation, and new products. CWIA values these face-to-face meetings and uses input from our users to enhance and develop new resources to meet the needs of our customers work on the front lines of workforce development.

- **Career Posters:** CWIA has updated its career posters that highlight prominent career opportunities within PA's 12 industry clusters. Poster sets include statewide or workforce development area demand and wage information for select occupations for each of the 12 clusters. Order free poster sets online at www.workstats.dli.pa.gov or by emailing CWIA at workforceinfo@pa.gov.

Quarterly Meeting Agency Update

October 10, 2023

Agency: PA Office of Vocational Rehabilitation (OVR)

EMPLOYMENT OUTCOME STATISTICS

The following employment outcomes were achieved as of July 2023 for the Vocational Rehabilitation Program:

Program	Goal for the Program Year (PY)	# of Successful Closures to Date	% of Goal Achieved for the PY
BVRS	5,628	5,440	97%
BBVS VR Program	372	218	59%

SUMMER YOUTH PROGRAMS

Summer Internship Programs

- OVR, in collaboration with the Office of Administration (OA), continued our 10-week State Employment Summer Internship Program for college students with disabilities this past summer. On June 5, an in-person kick-off meeting was held for the interns to meet with Commonwealth dignitaries such as Secretary Weaver (OA) and Secretary Walker (L&I). This year, twenty-five students worked at state agencies within the Harrisburg, Johnstown, Philadelphia, and Pittsburgh regions.
- OVR and seven Centers for Independent Living (CILs) across the state provided internships for OVR sponsored college students. By offering a paid internship our customers learned the skills necessary to compete for permanent positions after graduation.
- OVR continued its partnership with UniqueSource in Mechanicsburg by offering additional internships this past summer in various fields including accounting, data analysis, human resources, photography and videography, and program coordination.

MY Work (MY = Municipalities + Youth)

MY Work is an OVR-funded summer jobs program in which OVR partners with local municipalities, non-profits, and Community Rehabilitation Providers (CRP) to help connect students with disabilities to jobs within their local communities. This summer, 857 students participated in the MY Work program. We are actively working to expand to all BVRS district offices next summer with a goal of reaching all counties in PA by summer of 2024, in addition to developing MY Work programs specific to students with blindness and visual impairments. If you are interested in becoming a Work Based Learning Experience site, please reach out to Dana McKinney at danmckinne@pa.gov.

Summer Academies

- OVR, in collaboration with the Office of Deaf and Hard of Hearing (ODHH), offered a Summer Academy for students who are deaf and hard of hearing at Penn State main campus in July. The intent of the program is to ensure that students who are deaf or hard of hearing can successfully transition from secondary to post-secondary education. Activities included asking for accommodations, working with professors and school personnel, using technology, developing note taking and study skills, living with a roommate, and self-advocacy.
- OVR's Bureau of Blindness and Visual Services (BBVS) offered a Summer Academy for students who are blind or visually impaired at Penn State main campus this summer as well. The intent of this program is to ensure that students who are blind or visually impaired can successfully transition from secondary to post-secondary education. This summer academy focused on assistive technology,

braille/note taking, and white cane travel. Activities included asking for accommodations, working with professors and school personnel, using technology, note taking and study skills, living with a roommate, navigating a campus using a white cane, and self-advocacy.

Department of Conservation and Natural Resources (DCNR) Outdoor Corps

OVR, in collaboration with DCNR, sponsored several students with disabilities across the state and the American Sign Language (ASL) work crew this summer as part of the Outdoor Corps. This is the first year of our collaboration with DCNR and we look to grow the program further for summer 2024.

COMMUNITY WORK INSTRUCTION (CWI)

Work experiences for students ages 16-21 have traditionally been provided by OVR through Paid Work Experience (PWE), a service limited to 90 hours with supervision from a worksite trainer. Community Work Instruction (CWI) is newer option for more students to have longer experiences allowing for further skill development. CWIs can be offered throughout the year to for-profit businesses across the Commonwealth. To meet the needs of businesses and school-related time constraints, the CWI has a flexible range of hours and weeks. Unique to CWI, work readiness instruction and learning is a core component of this experience, along with paid work. This model allows for up to four students per worksite trainer and includes an orientation service that assists with employment onboarding.

RAPID ENGAGEMENT INITIATIVE

OVR leadership continues to build upon the Rapid Engagement Initiative with additional CWDS process changes to streamline the Comprehensive Assessment and Individualized Plan for Employment (IPE). These changes are anticipated to go live in fall 2023. Staff will receive additional support and training on these changes to effectively serve customers and increase opportunities for individuals with disabilities to access services. We will be working with the field offices to reemphasize the importance of Rapid Engagement and ensure our culture continues to shift to assist customers as quickly as possible with planned services.

INVEST PROJECT

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

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

Potential business partners have been identified and a strategic plan for outreach has been developed. OVR Business Services Representatives will be trained on the InVEST Project and will be directed to target employers that are green or transportation-related industries for outreach within their region. The Philadelphia metro area will be a priority due to the number of 14c facilities (aka sheltered workshops) and the number of individuals engaged in subminimum wage employment.

PATHWAY TO PARTNERSHIP GRANT

We recently received a \$9.9 million grant award to fund the Pennsylvania Transition Partners: Pathways to Partnership Demonstration Grant Model, used to develop professional training, enable

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

HIRAM G. ANDREWS CENTER (HGAC)

The Commonwealth Technical Institute (CTI) at HGAC continues to expand employment services and supports with a new Career Services Department in place. Career Services has revised several workshops, including content on professional dress, phone/email etiquette, and development of portfolios, which now include professional photographs. Interview training was also revised, and all graduates are assisted with applications for at least three jobs prior to graduation.

Through the Graduate Externship Program procedure, two Medical Office Assistant graduates are placed with Conemaugh Medical's East Hills Campus, a Materials Management & Distribution graduate is placed with Conemaugh Medical Center's warehouse, and two graduates from the Welding Technology program are placed with Gapvax and JWF.

A clothing room, which offers free professional attire for students, will also hold evening therapeutic groups to prepare students with work readiness skills, such as professional dress, hygiene, grooming, laundering and ironing of clothing; workplace behaviors, and communication.

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

Quarterly Meeting Agency Update

October 10, 2023

Department of Human Services

Child Care Workforce Support

Professional Development Organizations (PDOs)

- The Office of Child Development and Early Learning (OCDEL) received approval to extend the PDO grants an additional year. Contracts with Shippensburg University and Public Health Management Corporation (PHMC) will now end June 30, 2025. OCDEL requested a one-year extension of the current agreements due to delays in the original agreements being awarded and the impact COVID-19 had on PDO activities. The agreements were originally to be awarded at the start of FY 2019. Unfortunately, delays resulted in the PDOs beginning work during January 2020. PDOs now have an additional year to further the work that was delayed by the COVID-19 pandemic.

Preschool Development Grant (PDG)

- With the passage of the 2023-24 budget, OCDEL was appropriated their awarded funding from the federal Preschool Development Grant. Some grant activities that will support the workforce include translating professional development materials in multiple languages, mental health supports for staff, and child care “start up” grants with a focus on areas deemed “child care deserts.” PDG is a three year grant.

OCDEL Early Childhood Conference

- On March 25 – 26, OCDEL will host a conference geared toward the child care workforce titled *Stable and Secure: Supporting Children Through Trauma Sensitive Approaches*. This free conference will provider child care directors and teachers with high-quality resources to support the social emotional development of young children, with an emphasis on trauma informed care. Conference sessions will also address self-care. OCDEL is still in the planning phase, but a save the date has been shared with the early childhood field.

Office of Income Maintenance

The Fiscal Responsibility Act (FRA) of 2023 was signed into law June 3, 2023. In addition to some technical changes for all states, the FRA impacts Pennsylvania in the following ways:

SNAP Changes: Current law sets the Able-Bodied Adult without Dependents (ABAWD) age as 18-49. The FRA causes incremental ABAWD Age Changes:

- 18-50, effective 90 days after enactment (est. 9/1/23)
- 18-52, effective in FFY24 (10/1/23)
- 18-54, effective in FFY25 (10/1/24)
- The FRA also creates new federal exemptions from the ABAWD time limit. These new federal exemptions apply to homeless individuals, veterans, and former foster youth ages 18-24.

- DHS received federal approval to waive ABAWD work requirements for all Pennsylvania counties except apart from Adams, Centre, and Chester Counties 9/1/2023 through 8/30/2024. DHS is also providing state exemptions to ABAWDs in Adams, Centre, and Chester counties for this same period. DHS will continue to provide heightened outreach and awareness for the wonderful voluntary SNAP E&T programs that currently exist while attempting to grow offerings throughout the state.
- *TANF Changes:* Introduces four WIOA-inspired outcome measures to gauge long term employment success and high school diploma/high school equivalency degree during or after TANF receipt. ACF states the goal with these new measurements is to minimize state burden and maximize data integrity. The new regulations should be available Fall of 2023; interested partners should keep their eyes open for the public comment period. The new reporting requirements will begin October 1, 2024.

The new indicators of performance are:

- Percentage of individuals who were Work Eligible Individuals (WEI) at the time of exit from the program in unsubsidized employment during 2nd quarter after TANF exit
- Percentage of individuals who were in unsubsidized employment during the 2nd quarter who remain employed during the 4th quarter after TANF exit
- Median earnings of WEI at time of TANF exit
- Percentage of individuals under 24 who are attending high school or equivalent that are WEI on TANF or were WEI at time of TANF exit who obtain a HS or HSE degree while on TANF or 1 year after TANF exit

DHS anticipates that there will not be any immediate impact to reporting requirements for Pennsylvania's TANF contracted program partners because of these federal changes.

SNAP Student Eligibility – Temporary SNAP Student Eligibility policy enacted for the Public Health Emergency (PHE) began phasing out effective 6/10/2023. In response, DHS created new SNAP Student Eligibility policy introduced 7/1/23. This policy created new SNAP student exemptions for students participating in state or local government-operated “employment and training equivalent” programs for low-income families. The new programs that confer SNAP student eligibility include:

- TRIO Upward Bound
- GEARUP
- ELECT
- Title II Adult Basic Education
- Chafee Education and Training Grant
- Act 101 Programs
- Fostering Independence Tuition Waiver (FosterEd)

DHS believes there may be other local and state programs that meet the required criteria for certification. Colleges may submit their formal requests directly to RA-PWSNAPIHEElig@pa.gov using the [Supplemental Assistance Nutrition Program \(SNAP\) College Program Checklist](#).

NOTE: Students who receive more than half of their meals through a meal plan are ineligible for SNAP, even if they meet an exemption. “More than half” means a meal plan that offers 11 or more meals per week.

Additionally, DHS has created a SNAP Student Eligibility webinar for schools and organizations to explain the updated policy. If anyone is interested in signing up for that webinar, please contact RA-PWBEP.SNAP@pa.gov

Refugee Resettlement Program (RRP) – PA RRP) continues to meet monthly with Southeast Workforce Development Boards and other community partners to:

- Update stakeholders on Ukrainians who arrived via U4U program.
- Create space for refugee employment and training program planning and collaboration.
- If there are other WDB areas that would like to set up a similar collaboration to serve newly arriving refugees in their area, please reach out to RA-OIM_REFUGEE@pa.gov

PA RRP held the first in-person Annual Refugee Consultation since 2019 on October 4 and 5, 2023 at Central Penn College. It was an incredible opportunity for those who attend to learn more about refugees in Pennsylvania and create new connections to support and connect refugees to job training and employment opportunities throughout the state. A sincere thank you to James Martini for being a part of the event!

Quarterly Meeting Agency Update

October 10, 2023

Department of Community and Economic Development

DCED Workforce Development Programming

- **Workforce & Economic Development Network of Pennsylvania (WEDnet):** For FY22-23, WEDnet invested \$10 million in training, trained almost 24,000 employees, and served 706 companies. Fifty-seven percent of the companies who received WEDnet funding had 100 or less employees. For the FY23-24, \$10 million was awarded in the governor’s budget for the program.
 - **2nd Quarter 2023 Training Figures**
 - 14,148 employees
 - 448 unique FEINs trained
 - \$3,068,219.37 invoices paid
- **Manufacturing Training to Career:** For fiscal year 2022-23, Manufacturing Training to Career awarded **\$3.5 million** in grant funds, to **20** different projects. Twelve of the projects are training focused and eight are awareness focused. For FY23/24, the program was funded \$4.7 million.
 - **Awareness** – Projects supporting the advancement of the manufacturing industry through the engagement of youth or those with barriers to employment in awareness building activities related to career opportunities in manufacturing.
 - **Training** – Projects resulting in short-term work-readiness training that lead to entry-level job placement for individuals with barriers to employment. These projects work collaboratively with local manufacturers to identify and teach missing essential skills for entry level applicants for existing or near future open positions.
- **Foundations in Industry Training (FIT) – formerly known as the Pre-Apprentice and Apprenticeship Grant Program:** During FY22-23, 19 projects were awarded funding for a total of \$4.5 million invested in registered pre-apprentice and apprenticeship program. In the **FY2023-24 state budget**, the FIT program was funded at **\$3 million**.

Statewide Economic Development Strategy: For the past few months, DCED has been working on developing the commonwealth’s first comprehensive economic development strategy in nearly two decades. The plan was introduced publicly at the end of September. The strategy will be an assessment of the commonwealth’s areas of strength, an analysis of barriers to growth, and concrete goals and initiatives to guide policymaking and investment decisions for years to come. This plan will help the commonwealth create real economic opportunity, where all Pennsylvanians have access to family-sustaining jobs, strong and vibrant communities, and a high quality of life.

This economic development strategy will develop plans to address some of the following key elements:

- Simplifying the landscape of available programs and incentives available through DCED and growing a smaller set of essential tools that will be the most useful;

- Streamlining the process for businesses relocating or expanding in Pennsylvania, including through the work of the newly created Office of Transformation and Opportunity;
- Addressing the lack of “shovel ready” sites to attract new business to the commonwealth and retain existing companies that require space to expand and grow;
- Doubling down on our areas of strength in high-growth sectors like life sciences, agribusiness, manufacturing, technology and robotics, and energy, and providing targeted and focused support to these vital industries;
- Encouraging the creation, growth, and sustainability of small businesses in Pennsylvania;
- Supporting strong communities for businesses and workers by revitalizing and addressing the challenges facing Pennsylvania’s downtowns, Main Streets, and Elm Streets; and much more.

The first week in October, listening sessions with business and economic development leaders in every region of Pennsylvania kicked-off to ensure their successes and challenges are heard and considered during the creation of the strategy. These sessions will build upon dozens of smaller meetings the Administration hosted over the summer with leaders in business, economic development, labor, education, and the non-profit sector from across the commonwealth to set the stage for the plan’s development. The plan is to have the strategy complete by the end of the year.

Pennsylvania Broadband Development Authority (PBDA): In June 2023, it was announced that the Commonwealth of PA will receive more than \$1.16 billion in federal funding to expand access to reliable high-speed broadband in unserved and underserved areas. The federal funds will support the buildout of Broadband infrastructure which includes the expansion of the workforce. At present, the [Five-Year Broadband, Equity, Access, and Deployment \(BEAD\)](#) action plan was submitted to the National Telecommunication and Information Administration (NTIA) on August 12, 2023.

PBDA and the Department of Labor and Industry (L&I) have established ongoing collaboration and input into the strategies and objectives of the workforce readiness requirements of volume II of the initial proposals. The PBDA will continue to engage in commonwealth-wide collaboration to develop the strategies and objectives for 2024 implementation.

Volume I of the Initial Proposal: The PBDA has drafted [Volume I of the initial proposal](#) which is open for public comment. Volume I demonstrates the critical components of PBDA’s plans for implementing BEAD grant funding, to ensure that all Pennsylvanians have access to high-speed internet. To draft the document, PBDA complied with NTIA requirements and guidance on elements such as the application process, scoring criteria, labor standards, and other requirements, as well as Commonwealth policies.

Volume II of the Initial Proposal: A key focus of Volume II is the requirements that include setting workforce development goals for the subgrantees of BEAD funding that focus on removing barriers by creating diverse and inclusive career paths.

- Pennsylvania Prevailing Wage Act
- Work Readiness Requirements of Subgrantees
 - Commonwealth Transformation Workforce Program

- Encouraging Custom Training and Registered Apprenticeship Program
- Increase the use of existing training and registered apprenticeship programs
- Subgrantee Diverse Business Goals
- Minority Business Enterprises, Women Business Enterprises, Labor Surplus Area Firms, Inclusion

Volume II will be available for public comment in mid-October. The PBDA will continue to liaise with Labor and Industry to include subject matter experts in the planning and implementation process.

Collaborations:

- **Industry Partnerships (IPs):** DCED continues to partner with L&I on IPs. DCED participates on a monthly Community of Practice calls with the IPs across the commonwealth and monthly partnership calls with individual partnerships. DCED will also be helping in the review process of the IP grant applications.
- **2024 WIOA Goal Setting – Interagency Goals Groups:** DCED is a member of the following goals groups:
 - **Apprenticeship and Career and Technology Education**
 - **Industry Partnership and Employer Engagement Committee**
 - **Barrier Remediation**
 - **Worker Shortages in Critical Industries**
 - **Manufacturing Industry Sub-Committee**
- **NGA Workforce Innovation Fund & Workforce Innovation Network:** DCED continues to work with the NGA WIN state team to further the work of the grant, including working with the Office of Administration and the Open data staff to house an interactive map of digital skills training providers. The map can help assist adults find digital skills training.
- **Manufacturing Competitiveness Collaborative (formerly known as Pennsylvania Manufacturing Advisory Council):** Team Pennsylvania launched the Manufacturing Competitiveness Cross-Sector Collaborative this past spring to continue the work started by the Pennsylvania Manufacturing Advisory Council and the Council’s Manufacturing Competitiveness Playbook, which was released in September 2022. Manufacturing is the commonwealth’s largest economic sector in terms of contribution to state GDP, comprising 13% of Pennsylvania’s economic output. Manufacturers employed 9.5% of Pennsylvania workers in May 2022, about 562,700 people in total. A strong manufacturing sector is critical to Pennsylvania’s economic growth and essential to the economic success of its residents. Ensuring the continued strength and growth of the sector, including the transition to advanced manufacturing and the increased use of new technologies in production and distribution, requires public policy attention through cross-sector collaboration at the highest levels of Pennsylvania government.

Quarterly Meeting Agency Update

October 10, 2023

Department of Education

Educator Workforce

Recruiting and retaining teachers is a top priority, beginning with PDE's [educator workforce strategy](#) released last year.

- In March, PDE announced that schools can apply to offer new programs to prepare students for careers in education. This [program offering](#) aligns curriculum and standards to federal guidelines, opening up new federal funding opportunities to schools.
- In May, PDE announced that [\\$1.5 million in grant funding was awarded](#) to 15 universities that partner with school districts to fast-track individuals pursuing certification as a special education teacher.
- PDE has reduced the time it takes to process completed certification applications for new teachers by 10 weeks. This will create a much smoother and transparent transition from completing a teacher preparation program and being hired into a new school district.

Career Ready PA Coalition

- The Career Ready PA Coalition's 2023 May and June sessions featured greetings from Secretary Mumin, and a vision of reimagining education with a focus on accessible and affordable postsecondary career pathways for all learners, aligned to workforce needs. Best practices featured William Tennent High School's ExcitED biomedical research career pathway and Northeastern Pennsylvania Industrial Resource Center (NEPIRC) Manufacturing Ambassador Dream Team mentoring program.

Title II Adult Education

- The Division of Adult Education held a competition for Section 243 Integrated English Literacy and Civics Education funds under WIOA Title II and awarded five agencies a total of \$2.2 million to provide integrated English literacy and civics education activities in combination with integrated education and training activities. The grant cycle is July 1, 2023, to June 30, 2026.
- The professional development system for adult education in Pennsylvania released an online tool for the [Pennsylvania Foundation Skills](#), which incorporates academic, digital literacy, and transferrable skills.
- In June, PDE expanded the options for individuals to earn the Commonwealth Secondary School Diploma (CSSD), PA's high school equivalency credential. PDE will now accept a combination of passing subtests from the GED test and the HiSET exam. In addition, PDE will accept a combination of passing subtests in English and Spanish, which are the two languages in which the tests are available. To date, more than 60 Pennsylvanians have earned a CSSD under these new options.

Libraries

- POWER Library's [Job Resources page](#) has been updated and new ebooks relevant to workforce have been added to EBSCO [ebooks](#). Staff is working with L&I about cross-training so staff at PA

CareerLink know about library services and staff at public libraries know what services PA CareerLink offers.

Academic Standards

- The state Board of Education is reviewing the academic standards for Career Education and Work, Economics, and Family and Consumer Sciences. The Department presented recommendations developed by the content committees at the July 12 public meeting, which includes a new set of Personal Finance academic standards. The Board held public hearings in September for input on the draft recommendations.

Quarterly Meeting Agency Update

October 10, 2023

Department of Aging

- The Department of Aging and the Senior Community Service Program (SCSEP) has just finished the first quarter of the 2023 program year. Currently we are at 93% capacity, having 413 active participants out of 441 total slots.
- In the first quarter we have continued monthly call with all sub-grantees to discuss best business practices and program updates. This process has improved communication between the Department and all the sub-grantees. We are also currently in the process of our data validation review of all sub-grantees and will be training all sub grantees in the new SCSEP grant computer program. The Department has received the Notice of Award from the US Department of Labor to continue the SCSEP for the 2023 program year, and contacts have been executed for all the sub-grantees to operate SCSEP in their designated service areas.
- SCSEP is the only employment and training program specifically servicing adults 55 years old and older. To find out more about this program, or to find out which organizations operate a SCSEP program in your workforce development are please contact David Miles at davimiles@pa.gov or 717-783-0178.

Quarterly Meeting Agency Update

October 10, 2023

Department of Agriculture

Agriculture Apprenticeships and Pre-Apprenticeships

- There are a total of 8 agricultural related apprenticeship programs and 2 pre-apprenticeship programs registered with Labor and Industry.
- The Department has been working closely with other groups interested in apprenticeship and pre-apprenticeship and is exploring ideas for potential programs in organics, conservation and more.

PA Commission for Agricultural Education Excellence

- The Commission has begun work to craft the statewide agriculture education plan.
- The Commission is currently working with several new agencies looking to develop new apprenticeship and pathways for students to pursue agriculture related opportunities.
- The Department is working with PDE to address the agriculture teacher shortage. Sec. Redding has charged the commission with being more diligent in developing a statewide agriculture education plan.

On the Farm Training

- The Chester County Economic Development Council and AgConnect Industry Partnership along with Penn State Extension hosted two On the Farm Training Events. These events serve as a professional development opportunity for workforce development professionals to learn more about the agricultural industry.

HPO

- The Chester County Workforce Development Board successfully petitioned to have several new agricultural occupations added to the HPO.

H-2A Visa Program

- The US Department of Labor published a proposed rule titled “Improving Protections for Workers in Temporary Agricultural Employment in the United States”. The rule will amend several H-2A program regulations. Comments on the proposed rule may be submitted until November 14th, 2023.
- The US Department of Homeland Security published a proposed rule titled “Modernizing H-2 Program Requirements, Oversight, and Worker Protections”. The proposed rule will enhance whistle blower protections and more. Comments on the proposed rule may be submitted until November 20th, 2023.
- The US Department of Agriculture has announced a new pilot program called the Farm Labor Stabilization and Protection Pilot Program (FLSP) which will award up to \$65 million in American Rescue Plan Act funding to provide support for agricultural employers in implementing robust labor standards to promote a safe, healthy work environment for both U.S. workers and workers hired from northern Central American countries under the seasonal H-2A visa program. The grant is open until November 28th, 2023.

Quarterly Meeting Agency Update

October 10, 2023

Department of Corrections

Partnerships with Other Agencies

- At the beginning of July 2023, Philadelphia Works and PA CareerLink initiated services at five Philadelphia area Community Correctional Centers (CCCs), benefiting reentrants by providing essential services and overcoming transportation challenges. The initial visits saw 58 reentrants in attendance and included a welcome workshop. Over the months of July, August, and September, PA Career Link developed a schedule of available services, including PA CareerLink registrations, Workforce Innovation and Opportunity Act (WIOA) services, and workshops in the various Bureau of Community Corrections (BCC) centers. Outside of the initial orientation visits, 51 participants have been served with over 110 individual services provided.
- On July 17, 2023, the Workforce Development Specialist participated as a guest panelist for LINCS virtual event titled “How to Build Effective Workforce Partnerships & Align Programming for Justice-Involved Individuals.” Participants were from over 10 different states.
- On September 14, 2023, the Workforce Development Specialist and the Chief of Corrections Education conducted Pathway to Success training for Goodwill of Southern Alleghenies’ staff. This training is to assist them in the planning phase of the 1st Step Act grant they received from Department of Labor & Industry. The Pathway to Success curriculum was created by DOC using grant funding in 2017. Use of this curriculum is a requirement of the 1st Step Act, which Goodwill received.
- On September 27, 2023, the Workforce Development Specialist held a webinar for Mercer PA CareerLink staff on the benefits of hiring reentrants. This was a precursor to an in-person event for employers at Mercer PA CareerLink on October 13, 2023.
- In partnership with the PA Department of Banking & Securities and Cross State Credit Union Association, the Department of Corrections (DOC) is finalizing plans for a Reality Fair for the Harrisburg area on October 20, 2023, providing reentrants an opportunity to learn budgeting and living within their monthly salary, covering housing, utilities, transportation, clothing, and food.
- The Workforce Development Specialist continues to assist employers in filling their workforce needs throughout the quarter, and Corrections/Parole remains actively involved in various Labor & Industry committees on employment and reentry.

Reentry Services

- Each State Correctional Institution (SCI) provides a school, with counselors, principals, and teachers, along with vocational programs offering nationally accredited certifications. Recently,

DOC staff reached an agreement with PennDOT to assist inmates in obtaining their CDL permit and/or license prior to release. The DOC is currently working with PennDOT to train staff on the completion of necessary forms and the implementation of CDL computer testing. The final piece necessary to begin this pilot is the equipment from PennDOT.

- Annually, each SCI coordinates and hosts a reentry job fair for inmates, inviting community partners, including employers, community service providers, BCC contractors, and other agency representatives, to provide information and presentations. The events are vital for successful reentry planning and have been scheduled at all SCIs in 2023.
- The Office of Reentry is excited to announce the arrival of Sarah Renee Coder, a William and Hannah Penn Fellow as of August 7, 2023. Sarah Renee will be with the DOC for two years and will work closely with the Workforce Development Specialist, Dorenda Hamarlund. In her role, Sarah Renee will evaluate the landscape of workforce opportunities in PA and nationally for reentrants; ensure the opportunities available to inmates match the public employment needs; and assist in pushing the DOC toward a prison to work pipeline. Sarah Renee is joining us from the Department of Community & Economic Development (DCED) and has a Master's in Public Administration, a Graduate Certificate in Public Sector Human Resources, and a Bachelor's in Anthropology, all from Penn State.

Apprenticeship and Career & Technical Education Committee
Quarterly Update
October 10, 2023

The Apprenticeship and Career & Technical Education (CTE) Committee has met twice this quarter under the leadership of Chair Angela Ferritto.

In the first meeting, the Chair proposed that the Committee examine what apprenticeship programs exist, how they are functioning, and how we know what their outcomes are for participants. Members discussed what distinguishes an apprenticeship program, what the current challenges and needs are, ways to promote apprenticeship to employers and to support employers that get involved, and opportunities for the commonwealth to be a model employer.

In the second meeting, the Chair invited members to share where they would like the Apprenticeship and CTE Committee to focus. Participants expressed a desire for tracking pre-apprenticeship outcomes. Members also raised a desire for data on existing registered apprenticeships' outcomes to be shared with the Board. There was a discussion of ways to ensure that pre-apprenticeship programs can be aligned with registered apprenticeships and with employer needs. Members also proposed gathering more input from employers and from apprentices and pre-apprentices to learn what is working well, and what can be improved.

The Committee plans to meet virtually, every two months.

Angela Ferritto, Chair
Construction Committee

Youth Committee
Quarterly Update
October 10, 2023

Potential action items:

- Explore what a quality summer program is in Pennsylvania
- Highlighting pre-apprenticeship as a good option for youth
- Consider more supportive efforts for migrants and undocumented youth
- Provide more support for youth that are struggling with their mental health
- Explore models that provide high quality jobs for youth
- Prioritize youth voice in self-assessment
- Explore ways for employers to grow to attract Gen Z talent and understand the difference between generations of workers
- Explore high school graduation rates and how students interact with career exploration

The committee meets bi-monthly on the fourth Wednesday at 2pm. The next meeting is scheduled for November 22nd.

Chekemma Townsend, Chair
Youth Committee

Industry Partnership and Employer Engagement Committee Quarterly Update

October 10, 2023

Work of the Committee

Some previous work of the Industry Partnership and Employer Engagement Committee included meeting with various industry groups during 2022 to learn more about opportunities on how the Commonwealth can best serve them.

The Committee recently passed a recommendation by the Pennsylvania Workforce Development Board about goals and priorities of the PA Industry Partnership grant program.

Some priorities of the committee may revolve around supply chain and examine how businesses interact with the PA CareerLink®.

The committee meets bi-monthly on the third Wednesday at 2 p.m. The next meeting is scheduled for Oct. 18, 2023 via Zoom.

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

Continuous Improvement of the PA CareerLink® System Committee
Quarterly Update
October 10, 2023

The Continuous Improvement of the PA CareerLink® System Committee has been working for several years to identify opportunities to improve service delivery to both job seekers and employers who utilize the PA CareerLink® system, and to increase the number of individuals and businesses who utilize the system.

The committee continues to focus on the following priorities:

- Exploration of Mobile Service Delivery to reach populations that may have difficulty accessing PA CareerLink® services at physical locations, due to a variety of barriers.
- How to increase utilization of on-the-job training opportunities for PA CareerLink® customers and jobs seekers.
- Increasing job and career opportunities for white-collar workers in the workforce development system, including exploring job matching technology that would allow employers and job seekers to conduct searches anonymously.
- Discussion of technology enhancements to virtual PA CareerLink® services including for individuals using mobile devices.
- Expanding partnerships between the Local Workforce Development system and local Chambers of Commerce.
- Increasing the number of businesses using PA CareerLink® to post jobs and recruit talent, through increased engagement with the business community, and through technology enhancements to improve employer experience in the system.

Brian Funkhouser, Chair
Continuous Improvement of the PA CareerLink® System Committee

Agriculture Committee
Quarterly Update
October 10, 2023

The agriculture committee met for the first time on October 3rd. At this meeting, the committee had an open discussion around some of the issues they have seen regarding the agriculture workforce. Some of the issues discussed included awareness of the careers in agriculture for particularly youth but also the broader public, improving and increasing apprenticeships in agriculture, and language accessibility for licensing exams. Committee Chair Brian Campbell, Special Assistant Sara Gligora, and Board staff member Kristina Gonzalez plan to identify 4-5 action items and focus areas for the committee moving forward based on this first meeting's discussion. The committee plans to meet the first Tuesday of every month to get started.

Brian Campbell, Chair
Agriculture Committee

Healthcare Workforce Committee
Quarterly Update
October 10, 2023

The Committee most recently met on September 19, 2023, with 26 members participating. Our discussion primarily focused on the Healthcare Workforce “crisis points” affecting the industry today and likely to affect us in the future, as potential topics for the Committee’s further attention. Specific points included:

- shortages in direct care workers and significant training-related needs for direct care occupations,
- shortages of Emergency Medical Services staff,
- advancing the role and recognition of Community Health Workers,
- impacts of nursing staffing ratios and issues with nursing training standards,
- fiscal impacts on facilities and personal care homes, and
- other concerns closely related to these topics.

The Committee also discussed better use of data to articulate these crisis points and give us an informed “today and tomorrow” view of the issues, as well as allow us to prioritize the crisis points and understand where we have the greatest need to focus. Also of note, the Committee looks forward to opportunities to share and promote the best Healthcare Workforce strategies with the Board, local Boards, and other Healthcare Workforce partners across the state.

The Committee next meets on December 19, 2023. As a standing Committee we will now meet bimonthly (on the 3rd Tuesdays).

Matthew Yarnell, Chair
Healthcare Workforce Committee

Education Committee Quarterly Update

October 10, 2023

We are thrilled to announce the establishment of a new PA Workforce Development Board committee focusing on Education, with Tim James as the new chair. As we embark on this exciting initiative, we are actively looking for new members to join this crucial effort. Education is a critical industry in Pennsylvania, and this committee aims to address the pressing issues and concerns the industry is facing. Through collaboration, innovation, and shared expertise, we aspire to enhance educational opportunities and strengthen the workforce pipeline. Your participation and insights are invaluable as we work together to shape the future of education in the Commonwealth.

Tim James, Chair
Education Committee

Manufacturing Committee Quarterly Update

October 10, 2023

- The newly formed committee conducted its kick-off meeting in August and will start convening monthly in October.
- The committee is highly interested in its member's ideas about what Pennsylvania needs to prioritize to meet the current needs and make the best use of the incoming federal investments in infrastructure.
- The Manufacturing Committee is committed to identifying challenges for businesses and what they need to grow while investing in their communities. The primary focus of the committee at present is on how Pennsylvania promotes manufacturing among youth as well as facilitating further discussion about ways to encourage entry into manufacturing careers.
- This committee understands and looks forward to not only making recommendations around suggestions for grant offers and incentives but also recommendations regarding specific policy change when a current policy impacts the ability to work effectively, thus effectuating positive change for the overall collective.

The committee meets monthly on the third Thursday at 10am. The next meeting is scheduled for October 19th.

Mike Wojewodka, Chair
Manufacturing Committee

Construction Committee
Quarterly Update
October 10, 2023

The Construction Committee is a new committee just recently established and in the early stages of membership recruitment. Our preliminary direction and interests include championing the incredible career opportunities available in the Construction industry, especially for young women. We plan to have a strong focus on the role of registered apprenticeships and Career and Technical Education programs in preparing young people for rewarding careers in Construction, and early engagement with students, their families, and school districts.

Our immediate next steps are to progress with membership recruitment and convene our initial “kick off” Committee meeting within the near future. We look forward to bringing the work of the Committee to the Board and sharing our efforts with Construction industry partners across Pennsylvania.

Karen Masino, Chair
Construction Committee

Barriers Committee
Quarterly Update
October 10, 2023

The newly formed Barriers Committee plans on exploring how to best support individuals with barrier as the look to enter and thrive in the workforce. The Workforce Innovation and Opportunity Act (WIOA) was designed to prioritize workforce services to individuals facing the most signification barriers to employment. The populations include, but are not limited to, single parents, low-income individuals, the long-term unemployed, English language learners, and many others.

This committee will be looking to develop recommendations on how Pennsylvania's Workforce Development System can best serve these individuals and provide them with the resources and supports to achieve and maintain self- and family-sustaining employment.

Shea Zwerver - Chair
Barriers Committee

Reentry Committee
Quarterly Update
October 10, 2023

The Reentry Committee has been very active over the past four years, developing several recommendations, which were adopted by the full Pennsylvania Workforce Development Board, relating to many issues relating to the employment of justice involved individuals. These have included recommendations related to occupational licensure, the pardon process, employer immunity related to employment of these individuals, and many more.

The committee plans on exploring additional endeavors in supporting the employment of previously justice involved individuals, including supporting workshops for employers looking to hire these individuals, researching return on investment on employment of these individuals, and employability certification opportunities.

Chair - TBD

Reentry Committee

Persons with Disabilities Workforce Committee
Quarterly Update
October 10, 2023

The Workforce Development Board is seeking to establish a committee focused specifically on developing recommendations for improvements that can be made to Pennsylvania's Workforce Development System to better serve persons with Disabilities.

Potential areas of focus for this committee include universal design of PA CareerLink® offices and programs, employer education and support related to employment of persons with disabilities, and outreach to raise awareness of the resources offered through Pennsylvania's Workforce Development System.

Chair - TBD

Persons with Disabilities Workforce Committee

2021 Population		
Total Population	12,970,650	100.0%
Female	6,576,433	50.7%
Male	6,394,217	49.3%

Population by Race		
White	10,153,752	78.3%
Black	1,425,210	11.0%
Other	1,391,688	10.7%
Hispanic Ethnicity (All Races)	1,023,055	7.9%

Population by Age		
Ages 0 to 17	2,704,482	20.9%
Ages 18 to 24	1,154,671	8.9%
Ages 25 to 34	1,701,098	13.1%
Ages 35 to 44	1,558,578	12.0%
Ages 45 to 54	1,650,190	12.7%
Ages 55 to 64	1,839,841	14.2%
Ages 65 to 74	1,374,891	10.6%
Ages 75 and Older	986,899	7.6%
Median Age	40.8	.

Educational Attainment, Ages 18 and Older		
High School Diploma or Less	4,412,566	43.0%
Some College or Associate Degree	2,680,325	26.1%
Bachelor's Degree	1,958,037	19.1%
Graduate or Professional Degree	1,215,240	11.8%

Source: U.S. Census ACS 2017-2021 - DP05, B01001, and B15001

Help Wanted OnLine Job Postings			
June 2023	June 2022	Volume Change	Percent Change
191,308	211,076	-19,768	-9.4%

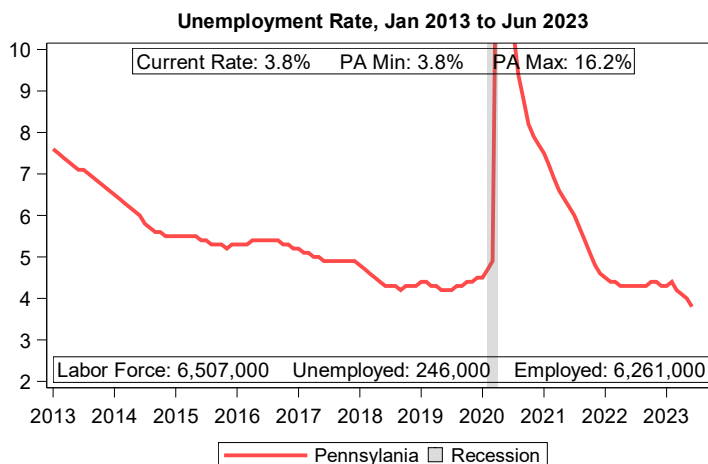
Source: The Conference Board - LightCast - Help Wanted OnLine™

Veterans			Non-Veterans	
Total	Unemployment Rate	Median Income	Unemployment Rate	Median Income
703,580	4.6%	\$42,205	5.5%	\$34,377

Source: U.S. Census ACS 2017-2021 (Table: S2101)

Resident Income				
Per Capita	Total Income	Earnings	Dividends-Interest-Rent	Transfer Payments
\$64,279	\$833,314,466	\$490,499,452	\$134,916,974	\$207,898,040

Note: Income (excluding Per Capita) is displayed in thousands.
Source: Bureau of Economic Analysis (BEA) - 2021



Top 25 Employers by Employment in Q4 of 2022

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

Source: Quarterly Census of Employment and Wages

Unemployment Compensation (UC) by Pre-UC Industry	Jul 2022 to Jun 2023		Jun 2023 Initial (IC) and Continued (CC) UC Claims			
	Exhaustees	Percent	IC Total	IC Percent	CC Total	CC Percent
Natural Resources & Mining	320	0.9%	363	0.6%	2,479	0.7%
Construction	6,450	17.9%	4,534	7.6%	33,748	9.3%
Manufacturing	3,450	9.6%	6,073	10.2%	40,205	11.1%
Trade, Transportation & Utilities	6,320	17.6%	20,176	33.8%	91,528	25.2%
Information	550	1.5%	674	1.1%	7,606	2.1%
Financial Activities	2,050	5.7%	1,346	2.3%	16,209	4.5%
Professional & Business Services	6,640	18.4%	8,111	13.6%	63,132	17.4%
Education & Health Services	5,960	16.6%	8,550	14.3%	54,975	15.1%
Leisure & Hospitality	2,360	6.6%	6,977	11.7%	38,022	10.5%
Other Services	810	2.3%	795	1.3%	7,085	2.0%
Government	1,010	2.8%	400	0.7%	2,966	0.8%
Info Not Available	80	0.2%	0	0.0%	0	0.0%
Total	36,000	100%	59,662	100%	363,189	100%

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

Source: Pennsylvania Unemployment Compensation System

Quarterly Census of Employment and Wages, 2022 Annual Averages						
NAICS	NAICS Description	Establishments	Employment	Employment %	Average Wage	
	Total, All Industries	385,176	5,862,949	100.0%	\$67,279	
11	Agriculture, Forestry, Fishing and Hunting	2,582	27,141	0.5%	\$42,548	
21	Mining, Quarrying, and Oil & Gas	1,190	21,629	0.4%	\$102,983	
22	Utilities	1,433	33,477	0.6%	\$106,982	
23	Construction	30,887	267,211	4.6%	\$75,090	
31-33	Manufacturing	14,560	564,375	9.6%	\$72,177	
42	Wholesale Trade	23,316	213,185	3.6%	\$95,546	
44-45	Retail Trade	40,287	603,175	10.3%	\$36,321	
48-49	Transportation and Warehousing	13,185	344,380	5.9%	\$56,876	
51	Information	8,590	96,283	1.6%	\$114,615	
52	Finance and Insurance	20,114	269,176	4.6%	\$114,781	
53	Real Estate and Rental and Leasing	12,284	67,199	1.1%	\$73,443	
54	Professional and Technical Services	51,664	394,980	6.7%	\$113,484	
55	Management of Companies and Enterprises	6,725	145,185	2.5%	\$145,963	
56	Administrative and Waste Services	19,615	311,141	5.3%	\$49,973	
61	Educational Services	9,860	474,105	8.1%	\$65,378	
62	Health Care and Social Assistance	54,110	1,063,262	18.1%	\$62,201	
71	Arts, Entertainment, and Recreation	5,855	96,439	1.6%	\$42,014	
72	Accommodation and Food Services	28,533	443,345	7.6%	\$23,609	
81	Other Services (Except Public Administration)	35,339	197,748	3.4%	\$42,757	
92	Public Administration	5,050	229,513	3.9%	\$70,968	

Company Ownership						
Total, All Ownership		385,176	5,862,949	100.0%	\$67,279	
Private Ownership		372,182	5,210,182	88.9%	\$67,335	
Federal Ownership		2,631	99,050	1.7%	\$85,530	
State Ownership		1,477	124,829	2.1%	\$71,477	
Local Ownership		8,886	428,887	7.3%	\$61,152	

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

Note: 'ND' represents Non-Disclosable information.

WIOA Title I and Title III Workforce Performance Outcome Progress Program Year 2022 (Through 4th Quarter) Statewide

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

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

The information below evaluates Pennsylvania’s current scores, rather than raw performance, and is based on Program Year 2022 Second Quarter performance results compared to our unadjusted negotiated level of performance for the Title I and Title III programs only. Adjusted negotiated levels will be available in January 2023.

Overall Program Scores

Not Meeting	Meeting	Exceeding
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Overall Indicator Scores

117.5% Title I Adult	120.3% Title I Dislocated Worker	118.2% Title I Youth	114.5% Title III Wagner-Peyser
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108.5% Employed 2 nd Quarter	110.0% Employed 4 th Quarter	125.3% Median Earnings	106.8% Credential Attainment	142.8% Measurable Skill Gain
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Individual Indicator Scores

(actual performance/negotiated level)

	Employed 2 nd Quarter	Employed 4 th Quarter	Median Earnings 2 nd Quarter	Credential Attainment	Measurable Skill Gain
Title I Adult	106.3% <small>(77.6% / 73.0%)</small>	105.6% <small>(75.0% / 71.0%)</small>	125.1% <small>(\$7820 / \$6250)</small>	108.7% <small>(72.8% / 67.0%)</small>	142.0% <small>(71.0% / 50.0%)</small>
Title I Dislocated Worker	105.8% <small>(81.5% / 77.0%)</small>	106.6% <small>(81.0% / 76.0%)</small>	117.9% <small>(\$10022 / \$8500)</small>	111.9% <small>(78.3% / 70.0%)</small>	159.5% <small>(70.2% / 44.0%)</small>
Title I Youth	109.8% <small>(72.5% / 66.0%)</small>	116.8% <small>(72.4% / 62.0%)</small>	137.7% <small>(\$4130 / \$3000)</small>	99.8% <small>(64.9% / 65.0%)</small>	126.9% <small>(73.6% / 58.0%)</small>
Title III Wagner-Peyser	111.9% <small>(69.4% / 62.0%)</small>	111.1% <small>(68.9% / 62.0%)</small>	120.6% <small>(\$7535 / \$6250)</small>		

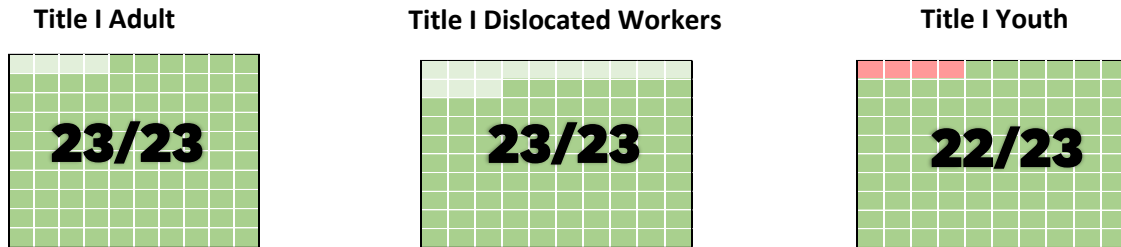
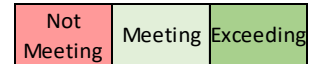
WIOA Title I and Title III Workforce Performance Outcome Progress Through 4th Quarter Program Year 2022 Local Workforce Development Areas

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

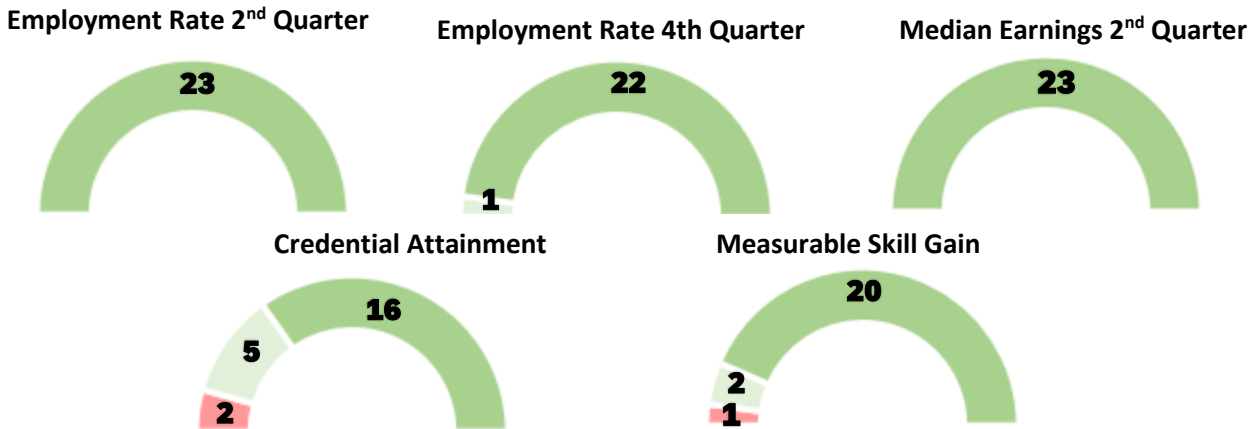
Local performance is evaluated only on outcomes for the Title I programs. States, under authority from WIOA, establish their own methods by which to assess performance outcomes of each local workforce development area. The Department of Labor & Industry has chosen to mirror the WIOA methodology, which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

Graphics below indicate the number of local areas currently exceeding, meeting, or not meeting unadjusted negotiated levels of performance. Adjusted negotiated levels will be available in January 2023.

Overall Program Scores



Overall Indicator Scores



Individual Indicator Scores

	Title I Adult			Title I Dislocated Workers			Title I Youth		
Employment Rate 2nd Quarter	0	2	21	0	6	17	0	3	20
Employment Rate 4th Quarter	0	2	21	0	5	18	0	2	21
Median Earnings 2nd Quarter	0	1	22	0	4	19	0	3	20
Credential Attainment	0	7	16	0	3	20	2	7	14
Measurable Skill Gain	1	1	21	1	4	18	1	5	17

WIOA Title I and Title III Workforce Performance Outcome Progress Through 4th Quarter Program Year 2022

Definitions

Performance Measures

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

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

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

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

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

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

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

Reporting Cohorts

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

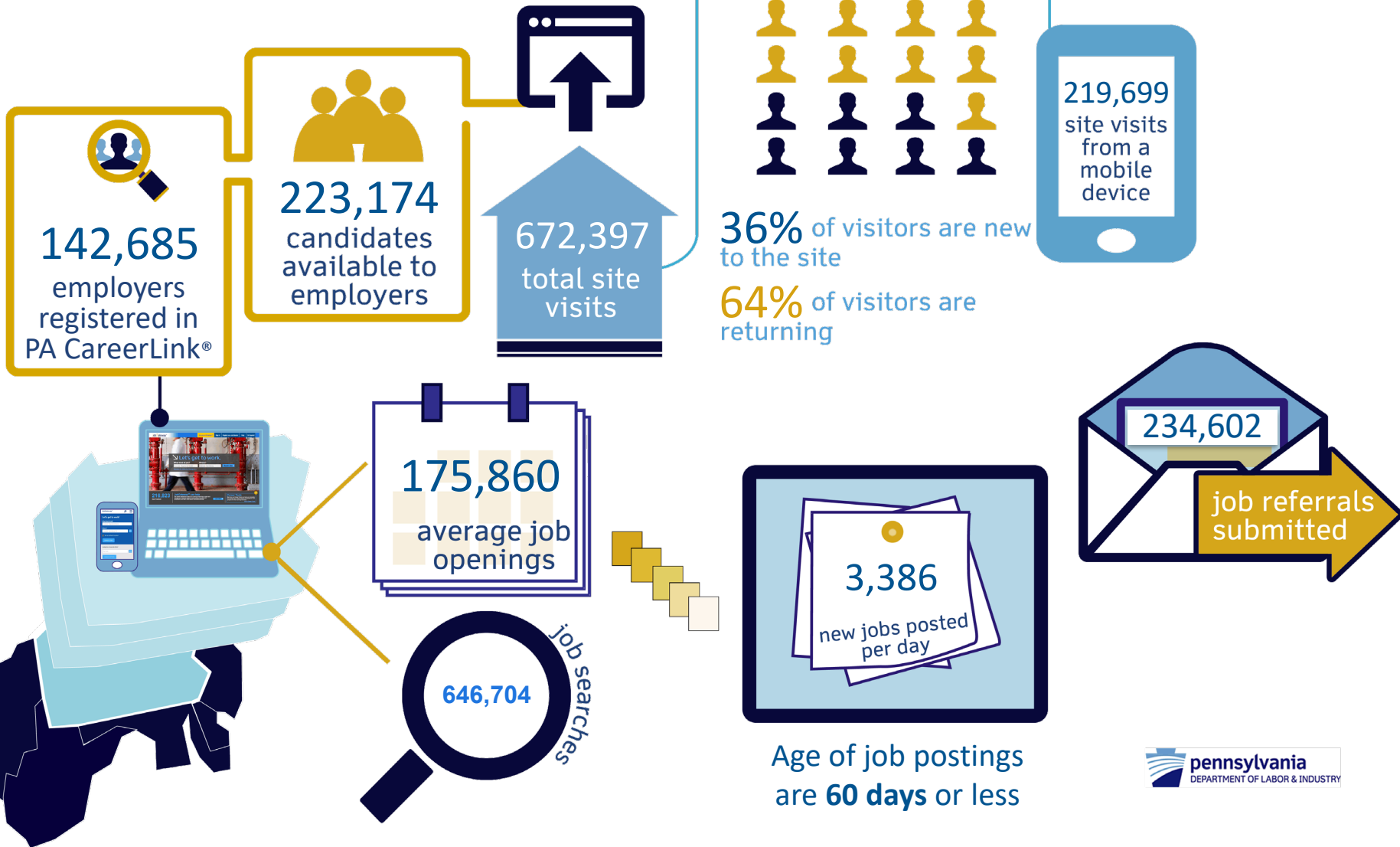
Performance Measure	Reporting Cohort
Employment Rate 2 nd Quarter	July 1, 2021 through June 30, 2022
Employment Rate 4 th Quarter	January 1, 2021 through December 31, 2021
Median Earnings 2 nd Quarter	July 1, 2021 through June 30, 2021
Credential Attainment	January 1, 2021 through December 31, 2021
Measurable Skill Gain	July 1, 2022 through June 30, 2023

Footnotes

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

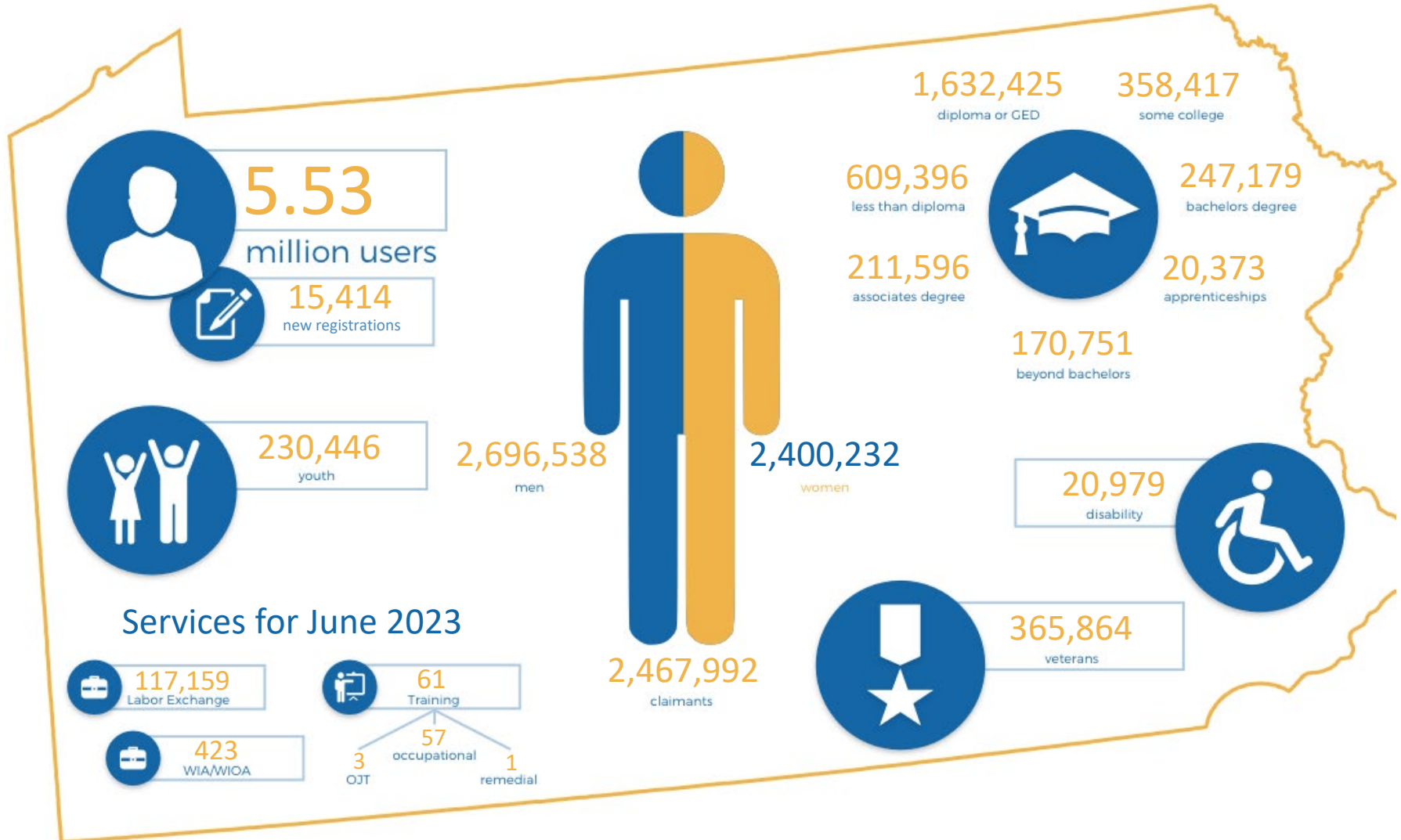
Broad Goals for PA Workforce Innovation & Opportunity Act Four-Year Combined State Plan

- **Apprenticeship & Career & Technical Education**
- **Youth**
- **Industry Partnership & Employer Engagement**
- **Continuous Improvement of the One-Stop System**
- **Barrier Remediation**
 - Reentry
 - Refugee & Immigrants
 - Individuals with Disabilities
 - Limited English Proficiency
 - Basic Skills Needs
 - License Reciprocity
 - Digital Access and Literacy
- **Addressing Worker Shortages in Critical Industries**
 - Healthcare
 - Education
 - Manufacturing
 - Agriculture
 - Construction



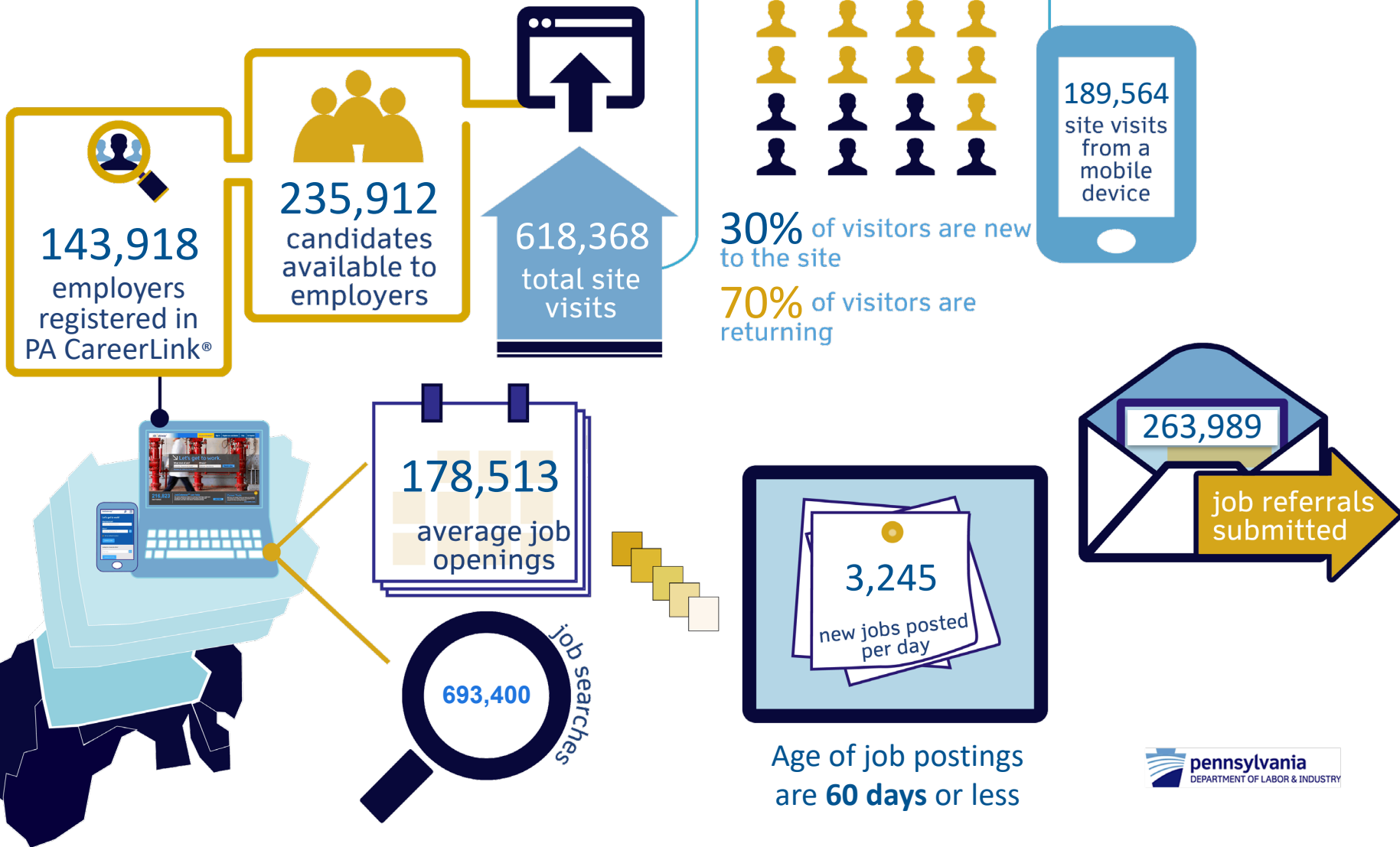


CWDS/PA CareerLink® User Demographics & Services



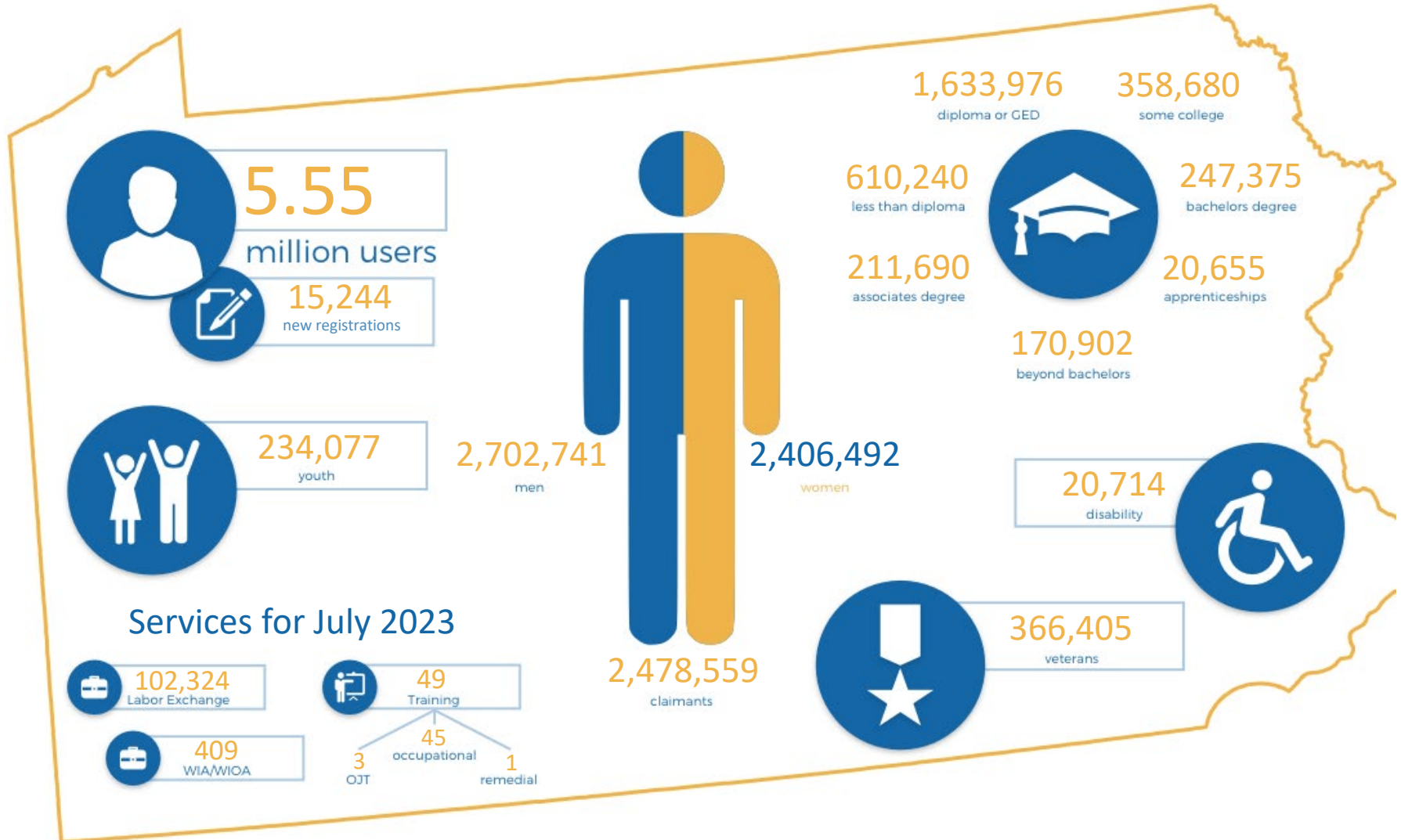
Infographic Description

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



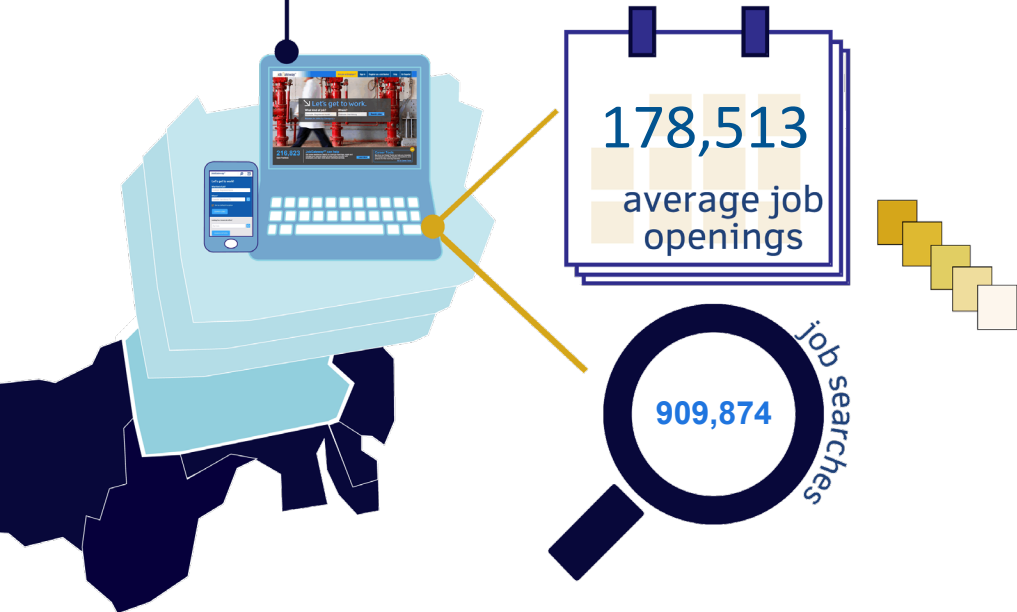
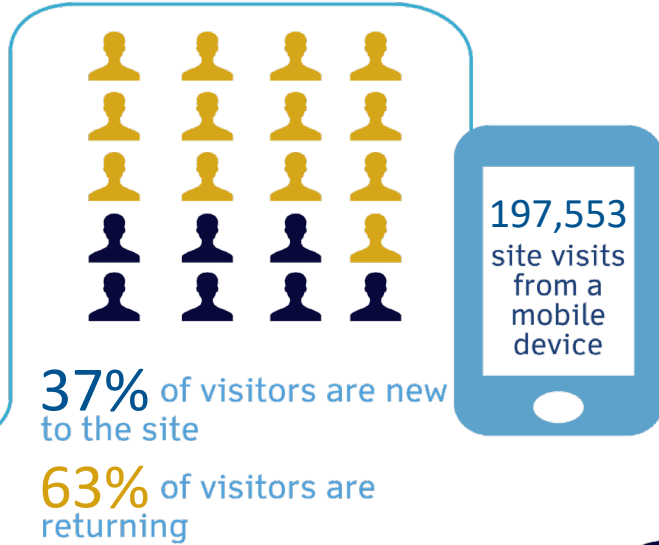
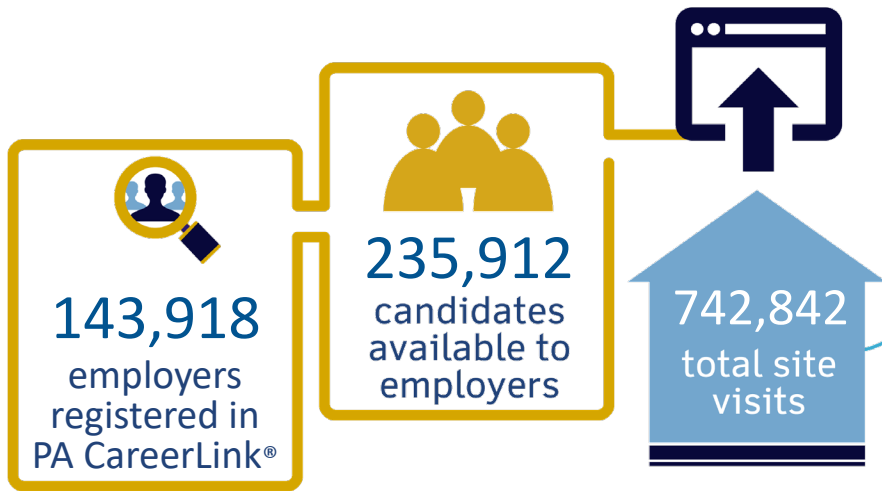


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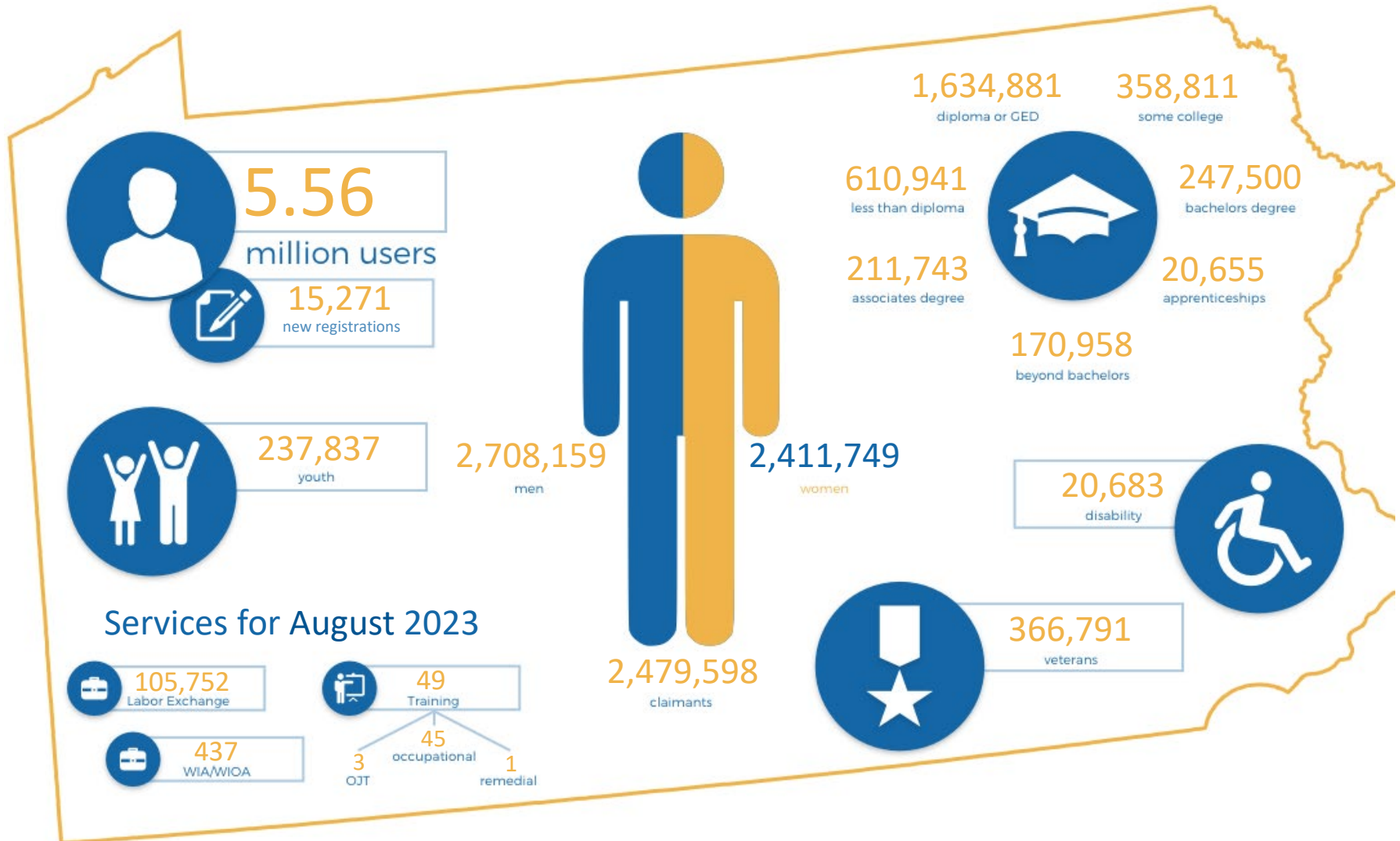
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Age of job postings are **60 days** or less

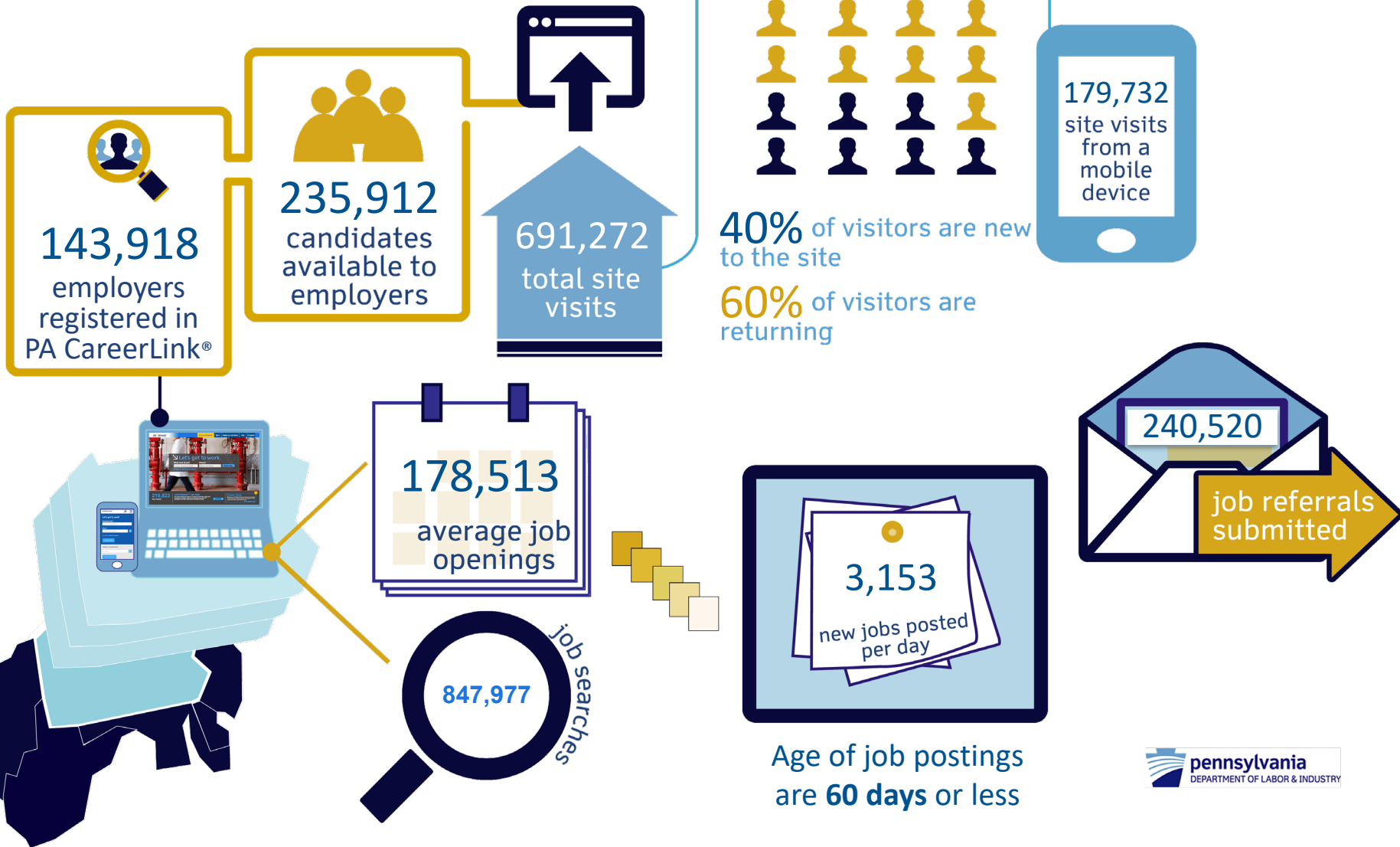


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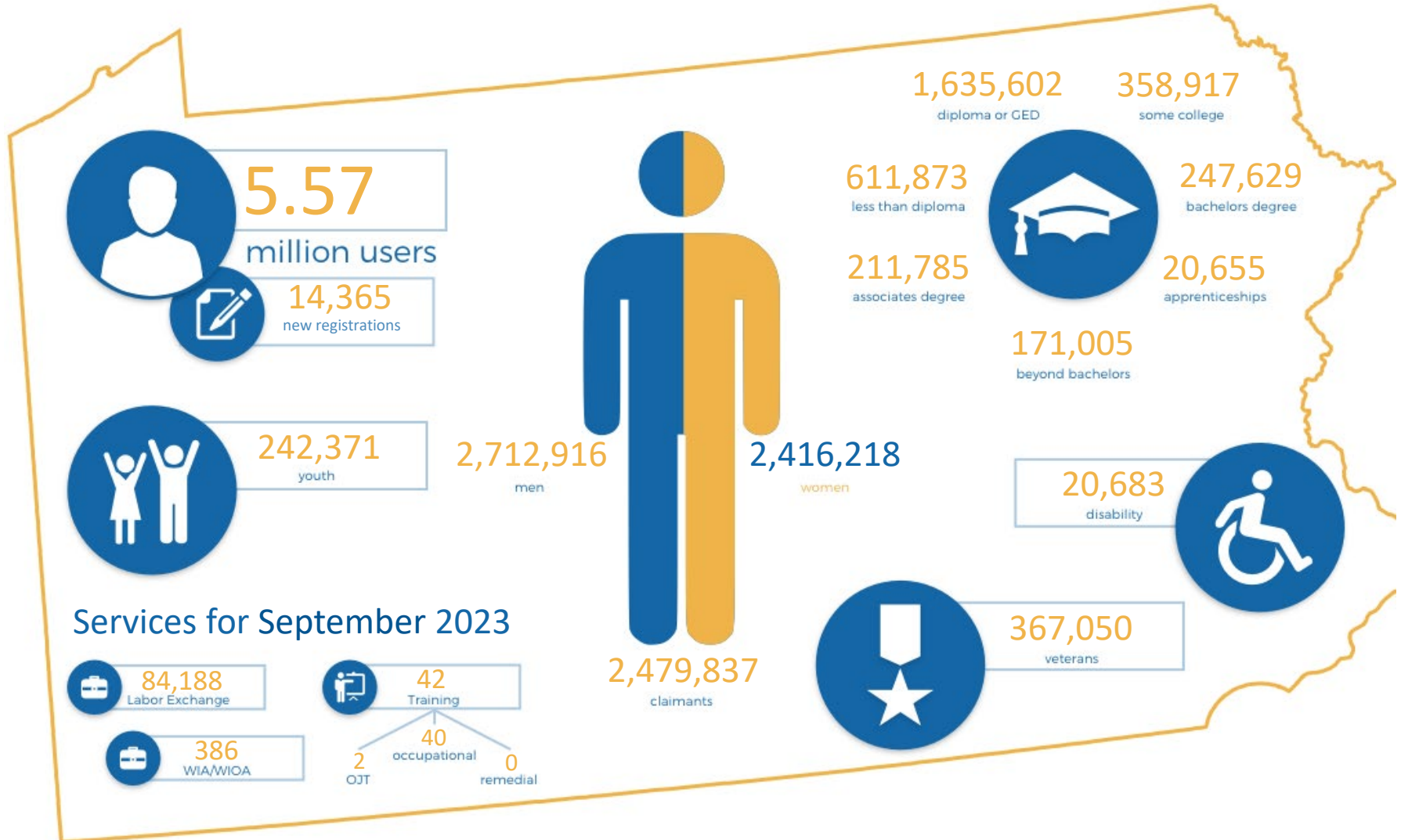
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