



# Quarterly Meeting Briefing Book

November 15, 2023  
10:00 AM

**Josh Shapiro**  
Governor

**Terry Wiltout**  
Chair





**Quarterly Meeting Briefing Book**  
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**Quarterly Meeting**  
Wednesday November 15, 2023

**Agenda (subject to change)**

- 10:00 AM Call to Order – Chair’s Updates, Terry Wilttrout
- Roll Call
  - Approve October 10, 2023, Quarterly Meeting Minutes – **VOTE**
- 10:15 AM Agency Updates
- Nancy Walker – Secretary Labor & Industry
  - Ryan Hyde – Executive Director Office of Vocational Rehabilitation
  - Khalid Mumin – Secretary Education
  - Valerie Arkoosh – Secretary Human Services
  - Rick Siger – Secretary Community and Economic Development
  - Russel Redding – Secretary Agriculture
  - Jason Kavulich – Secretary Aging
  - Laurel Harry – Secretary Corrections
- 10:45 AM Presentation – **Andrea Heberlein**
- Executive Director – Pennsylvania Early Learning Commission
- 11:15 AM Presentation – **Chelsea Haley & Naudia Porter**
- Third Sector Capital Partners
  - PA WIOA Public Engagement Report Out
- 11:45 AM Board Member Introductions
- 12:00 PM Working Lunch
- 12:15 PM Board member Introductions (Continued)
- 12:45 PM PA WDB Committee Updates
- Youth, Chair Chekemma J. Fulmore-Townsend
  - Education Workforce, Chair Timothy James
  - Industry Partnership & Employer Engagement, Chair John “Ski” Sygielski
  - Barriers, Chair Shea Zwerver
  - Continuous Improvement of the PA CareerLink® System, Chair Brian Funkhouser
  - Reentry, Chair Debra Caplan
  - Apprenticeship & CTE, Chair Angela Ferritto
  - Agriculture Workforce, Chair Brian Campbell
  - Manufacturing Workforce, Chair Mike Wojewodka
  - Construction Workforce, Chair Karen Masino
  - Healthcare Workforce, Chair Matt Yarnell

- 1:30 PM Discussion of Pennsylvania WIOA Combined State Plan
- James Martini – Executive Director PA WDB
- 1:45 PM Public Comment
- 1:50 PM Moving PA WIOA Combined State Plan to Public Comment - **VOTE**
- 2:00 PM Adjourn – **VOTE**

**Next Meeting:** February 2024 (Date & Location TBD)

## PA WDB Quarterly Board Meeting

Tuesday, October 10<sup>th</sup>, 2023

12pm-2pm

### Meeting Minutes

#### Attendance

#### Members:

- Chair Terry Wiltrout
- Thomas Foley for Governor Shapiro and Secretary Akbar Hossain
- Andrea MacArthur
- Roy Rosin
- Chekemma Fulmore-Townsend
- Senator Amanda Cappelletti
- Representative Ryan Mackenzie
- Malik Majeed
- Dan Lavalley
- Kait Gillis-Hanna
- Gregg Riefenstahl
- Eric Kratz for Senator Camera Bartolotta
- Angela Ferritto
- Brian Funkhouser
- Matt Yarnell
- Brian Campbell
- Darrin Kelly
- James Harper
- Mark Thaler
- Tim James
- Mike Wojewodka
- Karen Masino
- Rob Bair
- Shea Zwerver
- Marguerite Kline
- Mark Pasquerilla
- Debra Caplan
- Gerardo Interiano
- Mike Shirk
- Commissioner Robert Harvie Jr.
- Secretary Laurel Harry
- Nicholas Gilson
- Vincent Tutino
- Executive Director Ryan Hyde
- Philip Jaurigue
- Dennis Pagliotti
- Bernie Hall
- Secretary Nancy Walker
- Jennifer Wakeman
- Deputy Secretary Dan Kuba
- Eric Levis for Secretary Dr. Khalid Mumin
- Jolene Reid for Secretary Valerie Arkoosh
- Gwen Ross for Secretary Rick Siger
- Sara Gligora for Secretary Russell Redding
- David Miles for Secretary Jason Kavulich
- Joseph Welsh

## **Committee Chairs:**

- Michelle Lengel for Chair John “Ski” Sygielski, Industry Partnership & Employer Engagement Committee
- Chair Chekemma Fulmore-Townsend, Youth Committee
- Chair Angela Ferritto, Apprenticeship & CTE Committee
- Chair Brian Funkhouser, Continuous Improvement Committee
- Chair Matt Yarnell, Healthcare Committee
- Chair Brian Campbell, Agriculture Committee
- Chair Tim James, Education Workforce Committee
- Chair Mike Wojewodka, Manufacturing Committee
- Executive Director James Martini for Chair Karen Masino, Construction Committee
- Chair Shae Zwerver, Barriers Committee

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

## **Chair’s Updates**

Chair Terry Wiltrout began the meeting by thanking everyone for joining the call. Chair Wiltrout sought a motion to approve the May 24<sup>th</sup> meeting minutes.

**MOTION:** Matt Yarnell made the motion. Tim James seconded the motion. The motion passed unanimously.

Chair Wiltrout thanked everyone who participated in the new members orientation and started by discussing his vision for workforce. His first item, was to share across Pennsylvania the great training programs that have been successful within Workforce development and the PA CareerLink® and specifically to come up with a list to share with the 22 workforce boards across the state. He also noted that he would like to focus on the incumbent worker programs across the state as well as keeping open communication between the Department of Labor & Industry and the Department of Education. He emphasized the importance of keeping youth aware and prepared for current jobs in the market. Lastly, he highlighted that he would like the Board to be ambassadors for workforce, the PA CareerLink® and that they engage with other employers.

## **New Staff Introduction**

James Martini introduced Kristina Gonzalez as a new staff member to the board. Kristina Gonzalez expressed her excitement towards the working with the board.

## **Workforce Development Board Housekeeping Updates**

James Martini highlighted some housekeeping items for board members to be aware of coming up. He first noted that the Workforce Innovation and Opportunity Act (WIOA) Combined State Plan will be presented to board members ahead of time and will be voted on at the November 15<sup>th</sup> board meeting. That vote will be to move the plan into a draft for the public comment period. He highlighted that members are welcome to read the entire plan if they would like but that they are only asked to review the vision and goals sections. After the feedback from the board is incorporated in, the plan will move

into public comment. At the February meeting (which is to be determined once all 2024 meeting dates are decided), the public comments will be reviewed and the WDB team will make sure that collectively everyone is on board with any changes that will be made as well as any responses to those comments. The WDB team will also continue to engage with the board's committees on the goals and vision for the plan. Second, he highlighted that the WDB team had upcoming listening sessions on the plan and invited members to attend those sessions. Third, he reminded all members to fill out their ethics forms and return those to the Governor's office. He then highlighted that the next board meeting will be held at HACC's York Campus and that meeting will be hybrid. Towards the end of this year, he noted that dates will be set for the 2024 board meetings. Those typically are held in February, May, August, and November and they hope to also look at holding those meetings in different locations around the state. He welcomed any members to let the team know if they would like to host a board meeting. Lastly, he highlighted that the WDB team would like to make a nicer webpage for the list of board members and possibly include a headshot and a short description of each board member.

### **Agency Official Updates**

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

Secretary Walker began by noting that the last meeting was pre-confirmation and she is happy to be on the other side of that confirmation. She started her update by going over unemployment compensation (UC). In the months between the board meetings, they were able to hire about 300 people into the intake interviewer position which allowed them to move more people into the examiner role. They had about 40,000 backlogged pandemic claims in January and Secretary Walker happily announced that those claims were at zero. She also noted that they have sent texts/emails in real time and added additional ports for call-in services which has helped get their wait times down to less than 30 minutes. They also have been able to add UC staff to the PA CareerLink® across the state and are looking to hire additional people to the Philadelphia area to help meet some of the language challenges. Secretary Walker also gave a shout out to the PA CareerLink® across the state that held open houses for job seekers between August 28<sup>th</sup> and September 15<sup>th</sup>. She specifically shouted out the Pittsburgh team for their job fair which was the largest with over 100 employers, 20 community organizations and over 300 job seekers.

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

Deputy Secretary Dan Kuba began by welcoming all the new members to the board and highlighted the importance of the work being done through the board. He explained that the Workforce Development Deputate has 4 bureaus and at each board meeting they give a report out of each of the components being worked on within those bureaus. He began with the Apprenticeship and Training Office (ATO) and noted that the office oversees and supports grant opportunities and offers assistance on a variety of levels in the creation of pre-apprenticeship and apprenticeship models. He also noted that this office started a few years ago with one to two staff members and has now grown to 13 members and they are continuing to work their way up to 18-20. They have also expanded their pre-apprenticeship area and now have a supervisor there and they are looking to include more staff. They also hope to do more with CTE across the state.

He next gave the report for the Bureau of Workforce Partnership and Operations(BWPO). He highlighted for anyone unaware, the PA CareerLink® use the Commonwealth Workforce



Development System which is the state's federally mandated system of record for job postings, case management, etc. He also highlighted that they are a proud partner of the overall structure of the local workforce development boards and the PA CareerLink® across the state. He noted that they are working on a project called UI outreach. He explained that during the timeframe of the pandemic, numerous people signed up for unemployment compensation and either went back to work or kind of disappeared. Through this project they have made an outreach effort through looking at UI data and comparing that to unemployment data and new hire data and wage and record. From that, they identified around 380,000 people that filed, received one claim and then no longer received a claim but also stopped showing up in the workforce. He highlighted that that number has now grown to 420,000 and they are looking at 4 major pockets when it comes to workforce development: reentry, recovery, immigration, and those who just disappeared. He emphasized that their goal with this project (UI Outreach) is to tackle some of the issues that caused these people to fall off.

He then gave the report for the Bureau of Workforce Development Administration (BWDA) who manage the majority of the financial dollars coming into the state for workforce development, are the grant recipients of the WIOA grant, and handle the basic administration and monitoring of the workforce development system.

Lastly, he reported on the Center of Workforce Information Analysis (CWIA) which is responsible for the data on the Commonwealth. He highlighted that they have worked hard to conduct labor market workshops across the state to help people understand the data and better serve the people coming into our centers. He also highlighted the Commonwealth Workforce Transformation Project (CWTP) and noted that they are working on guidance and support of that program. He gave a brief overview of that project and emphasized that this project is to help incentivize people and get them into new occupations. He also noted that Pennsylvania has an aging workforce and highlighted the issue of digital literacy. He highlighted that addressing digital literacy is a major priority for the governor as well as for the department. He ended by thanking everyone for their time.

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

Executive Director Ryan Hyde began by providing an overview of OVR. He highlighted that OVR is made up of four bureaus, two field bureaus, central operations, and a comprehensive rehab center located in Johnstown. He noted that OVR serves about 50,000 individuals across their programs and they serve between 15-18,000 students with disabilities transitioning from high school to work or to a post-secondary opportunity. He then highlighted some of the programs going on through OVR. He noted that OVR administers the MY Work program and this past summer they placed 857 students with disabilities in local municipalities, businesses, and nonprofits for paid work-based learning experiences. They plan to continue that project next year and Executive Director Hyde noted that they believe they will be able to get in every county next year and their goal is to exceed over 1,000 individuals. This past summer they were in roughly 50 counties. He also shared that OVR received two large Disability Innovation Fund grants over the last two years. Last fall they received \$13.9 million for their project called Project Invest. That grant is to help individuals with disabilities either stay out of or get out of sub-minimum wage

employment opportunities and they have just finished the year 1 implementation of that grant. They are now working on enrolling employers who will partner with OVR to place individuals in 2024. The second grant they received about 4-5 weeks ago is called Pathways to Partnership and is a collaboration between OVR, the Bureau of Special Education, Centers for Independent Living and Office of Developmental Programs under DHS and will be rolled out in 2024. He also highlighted that OVR pays for internships and that they are always looking for other employer partners to take interns or offer work-based learning experiences. He noted that for those experiences, OVR will pay the salaries of the students or customers participating as well as offer any additional support as needed. He ended by encouraging anyone to reach out to him if they are interested in learning more about these programs.

- **Dr. Khalid Mumin, Secretary of the PA Department of Education (PDE)**

Deputy Policy Director Eric Levis spoke on behalf of Secretary Mumin and extended his apologies for not being able to attend. He began by highlighting the teacher shortage across the state and noted that PDE is implementing a number of programs to address that. He noted that they launched a new website, Teach In PA, to provide information for individuals thinking about being teachers. He also noted that there is a large focus on expanding opportunities in the career and technical education field and that PDE is working closely with L&I and the Board to make changes where they can in that area. The last issue he highlighted was the nursing shortage and he noted that they have people who are interested in launching programs in PA schools to train students but they are struggling to recruit instructors. He noted that PDE is working with those people to see where they can make changes so that they can get those instructors in the classroom.

- **Laurel Harry, Secretary of PA Department of Corrections (DOC)**

Secretary Laurel Harry began by highlighting that DOC is training incarcerated individuals to become certified recovery specialists as well as peer support specialists. She also highlighted that in the beginning of January, PA CareerLink® began services at five community correction centers in Philadelphia and those have been very popular and helpful. She also noted that DOC is doing career fairs for inmates at all of their correctional institutions across the state and they plan to continue doing them due to their success. She then turned it over to DOC's workforce development specialist, Dorenda Hamarlund.

Dorenda Hamarlund began by highlighting the First Step Act grant that was received by the Goodwill of Southern Alleghenies which requires them to conduct pathway to success training with federal inmates. DOC went out and helped train their staff in mid-September to do that and they are now moving forward in the planning phase of the grant. Lastly, she announced that they have a William Penn Fellow who will be evaluating what they are doing inside the prisons to get inmates job ready and making sure that aligns with the public employers' needs.

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

Jolene Reid spoke on behalf of Secretary Arkoosh and sent her regards. She began by highlighting that the Office of Childhood Development and Early Learning (OCDEL) has received approval to extend their professional development organization grants with Shippensburg University and Public Health Management Corporation (PHMC) for an additional year through June 30<sup>th</sup>, 2025. In

the 23-24 budget, OCDEL received additional funding through the Preschool Development Grant which will provide some workforce support through translating professional materials into multiple languages, mental health supports for staff, and creating childcare startup grants with a focus on childcare deserts in Pennsylvania. OCDEL is also hosting an early childhood conference March 25<sup>th</sup> & 26<sup>th</sup>. She then highlighted that the Office of Income Maintenance (OIM) had a lot of changes surrounding the passing of the Fiscal Responsibility Act (FRA) of 2023 back in June. This provided SNAP and TANF changes but most notably was the age range change of able-bodied adults without dependents (ABODS) from 18 to 49 to now 18-52. The FRA also made new federal exemptions for SNAP, homeless individuals, veterans, and former foster youth ages 18-24. DHS did receive approval to waive ABOD work requirements for all PA counties with the exception of Adams, Center, and Chester from 9/1/23 through 8/30/24. Although those counties are not waived, they are using rollover state discretionary exemptions so individuals in those counties will not have a SNAP work requirement through 8/30/24. At that point, they will be analyzing how they will move forward with their ABOD waiver. DHS is continuing to provide heightened outreach and awareness for voluntary SNAP employment and training programs while they work to grow additional offerings around the state. In July, DHS introduced new SNAP student exemptions for students participating in state or local government operated employment and training equivalent programs. She highlighted some programs that fall under these criteria and encouraged anyone who knew of other programs to reach out to DHS. Lastly, she highlighted the work done with their Pennsylvania Refugee Resettlement partners and the southeast workforce development boards. She noted that if there are any other workforce board areas that are interested in setting up similar collaborations to feel free to reach out to the OIM Refugee Resource account.

- **Rick Siger, Secretary of the PA Department of Community and Economic Development (DCED)**  
Gwen Ross spoke on behalf of Secretary Siger. She began by highlighting that in the fiscal year 2022/2023, they invested \$10 million of training into their Workforce and Economic Development Network (WEDnet) incumbent worker training program and trained almost 24,000 employers and served 706 companies. She also expressed their excitement that the governor increased the line item for WEDnet for the current fiscal year and it is their plan to help with more incumbent worker training. They also received a funding line item for their Foundations in Industry Training Grant program which was formerly known as the pre-apprentice and apprenticeship program. She noted that DCED is looking forward to helping sponsors of pre-apprenticeships or apprenticeships with the classroom training portion of their program. She highlighted that DCED has also been working on developing a comprehensive economic development strategy which will be the first strategy the Commonwealth has seen in almost two decades. Workforce will be a component of that plan and weaved throughout it. Lastly, she highlighted that the five-year Broadband Equity Access and Deployment (BEAD) action plan was submitted to the National Telecommunication and Information Administration in August and part of that will be looking at strategies around workforce. The Broadband Development Authority is working with L&I on focusing on the goals for the sub-grantees when it comes to workforce.
- **Russell Redding, Secretary of the PA Department of Agriculture**  
Special Assistant Sara Gligora spoke on behalf of Secretary Redding. She began by emphasizing that the department has been working hard to elevate their different workforce initiatives within

agriculture. She highlighted that in collaboration with the Chester County Economic Development Council and Penn State Extension they have held on the farm training events in Chester County and State College following the PWDA symposium. She noted that these events served as professional development opportunities for workforce professionals and that the department is working hard to replicate these events across the state. She encouraged anyone interested in collaborating or hosting an event to reach out. She also highlighted that a number of agriculture occupations have been added to the High Priority Occupation (HPO) list for the southeast. She noted there has been a lot of activity around the H2A visa program and there are currently two proposed rules open for public comment; one is through the US Department of Labor and Industry (USDOL) and the other through DHS. She noted that they have been encouraging employers to participate in this public comment period. Lastly, she highlighted a new pilot program through the US Department of Agriculture called the Farm Labor Stabilization and Protection pilot. She noted that this program will award up to \$65 million and specifically help support H2A employers and their workforce. The Department is working hard to provide technical assistance as many of the state's growers and employers have not applied for federal grants. She encouraged anyone to reach out with questions.

- **Jason Kavulich, Secretary of the PA Department of Aging**  
David Miles spoke on behalf of Secretary Kavulich. Mr. Miles did not have any additional agency updates other than what was presented in the briefing book.

#### **Workforce Development Board Committee Updates**

- **Apprenticeship & CTE Committee, Chair Angela Ferritto**  
Chair Angela Ferritto began by noting that the committee has met twice since the last board meeting and they are looking to get one more meeting in before the November meeting in the hopes that they can come to the board with a recommendation. If they are not able to do that by the November meeting, she noted that they will definitely have that done for the next. She highlighted that a lot of the work of the committee has been around apprenticeships and CTE work happening in Pennsylvania. They have talked as a group about the experiences they've had and have also been looking at the best way to collect some of the data they still have questions on. She noted that they are working on putting a poll together to send out to their committee encompassing what they have already discussed as well as for feedback on what their priorities should be moving forward and what data is still needed. She also noted that they had a Doodle poll to schedule the next committee meeting and are still working on finding the perfect day and time. She encouraged anyone interested to join the committee and to reach out to her if there are any questions.
- **Youth Committee, Chair Chekemma Fulmore-Townsend**  
Chair Chekemma Fulmore-Townsend began by noting that the committee has met once since the last board meeting and at that meeting they welcomed some new board members to the committee. She highlighted that the committee has made a couple recommendations and are now looking at the best area to tackle next. She noted that one of the areas they are looking at is exploring how schools are responding to mental health needs and what this means for their preparation for employers. The committee has also spent some time discussing undocumented

workers but majority of their time has been spent defining what success looks like for a workforce program post COVID so that when they are engaging with employers, everyone has a mutual understanding of the expectations. She noted the committee is also looking at ways for employers to grow and attract Gen Z talent. She highlighted that the committee meets bimonthly and that their next meeting will explore what the recommendation would look like for defining successful programs and they will discuss whether or not a consultant should be recommended to collect information from other perspectives (parents, employers, community members, etc.).

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

Deputy Director Michelle Lengel spoke on behalf of Chair Sygielski. She highlighted that in 2022 the committee spent time talking to employers from identified industry sectors to get a feel for how their businesses were doing and what their workforce needs were. She emphasized that the committee learned a lot during that experience and at the May board meeting the committee recommended goals around the PA Industry Partnership program that is overseen at the state board. Those goals were passed unanimously. She highlighted that the committee is looking forward to exploring the supply chain and looking at how businesses interact with the PA CareerLink® system and how they can bolster that support. She ended by noting that the committee meets bimonthly on every third Wednesday at 2:00pm.

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

Chair Brian Funkhouser highlighted two primary goals of the committee. The first was making PA CareerLink® more accessible and usable for employers and jobseekers. The second was increasing the number of users. To aid in meeting these goals, the committee has been evaluating the technology advances and the use of mobile devices. He highlighted that they did not have a meeting since the last board meeting but it is their goal to have a meeting before the next meeting.

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

Chair Matt Yarnell began by expressing his appreciation for past board members for the action they were able to take as a board around streamlining and improving training access and a number of actions they had done during the pandemic for direct care workers. He noted that the committee met most recently on September 19<sup>th</sup> and focused on going back to the basics. In a prior meeting they reviewed what they had done in the past and in the last meeting spent some time brainstorming and a common theme from that meeting was figuring out where the state is at right now with the care-giving crisis and what will the future look like. The committee plans to look at data to figure out where the state is at. The committee also previously did some work around nursing homes and Chair Yarnell noted that there is still work to do there. He also highlighted that there was a lot of energy around challenges with EMTs. He encouraged anyone interested to join the committee. He noted that there are real barriers between state agencies and the access to training and the testing infrastructure needed. He ended by highlighting that the committee will be looking at working with PDE, and other agencies to dig in on these issues and more and the next committee meeting will be held on December 19<sup>th</sup>.

- **Agriculture Committee, Chair Brian Campbell**

Chair Brian Campbell began by thanking Sara Gligora and Kristina Gonzalez for their help in launching the first meeting. He highlighted that they currently have 34 people on the committee and started their committee with some introductions. He noted that they are planning to meet the first Tuesday of every month to get started and their first focal point is to identify 4-5 action items/focus areas. He ended by expressing his excitement at working with the committee and reporting out in the future.

- **Education Committee, Chair Tim James**

Chair Tim James began by expressing his excitement about the committee. He highlighted that there are a lot of big issues to address around the teacher workforce and emphasized that they are looking to recruit more members for the committee. He noted that he has been talking to teachers, nonprofits, and others to get a variety of perspectives. He emphasized that there are only a few states in the country not dealing with this issue and that the committee has an opportunity to look at bright spots across the U.S. and see what they can replicate and incorporate.

- **Manufacturing Committee, Chair Mike Wojewodka**

Chair Mike Wojewodka began by noting that the committee had their first kick off meeting in August. He highlighted that because they are a new committee and want to build momentum, they have decided to meet monthly on the third Thursday of the month at 10am. Chair Wojewodka noted that at the kickoff meeting they had some introductions of the group and one of the primary focuses that came out of the group was how to best promote manufacturing among Commonwealth youth. The committee plans to spend a lot of time focused on meeting with industry leaders and identify/prioritize challenges that a lot of businesses are currently facing. He emphasized that it is a goal of the committee to figure out how to make recommendations for grants and incentives. He also highlighted that it is their goal to look at how to make some recommendations for policy as well. He ended by highlighting that the committee has just gotten started and that they welcome anyone interested in joining.

- **Barriers Committee, Chair Shae Zwerver**

Chair Shae Zwerver began by emphasizing that this committee is also brand new to the board. She expressed her hope at having some of the board members contribute and join this committee. She highlighted that there is a lot of great work happening in Commonwealth departments to address barriers related to childcare, transportation, and reentry into society after incarceration. She also added that she is excited to discover ways to create a workforce system that is dynamic and inclusive.

- **Construction Committee, Chair Karen Masino**

Executive Director James Martini spoke on behalf of Chair Karen Masino. He noted that they are currently building the membership out for that committee and have discussed covering issues like spreading awareness about the trades to younger people before they've already decided their path to show the opportunities for rewarding careers in those spaces. He also highlighted that they discussed looking at how they can reach populations traditionally not represented in the trade space particularly women and people of color.

### **Additional Committee Comments**

Executive Director James Martini highlighted that part of the Workforce Development Board bylaws requires every board member to sit on at least one committee but are welcome to sit on more if they would like. He noted that there are currently 10 committees and two others that do not currently have chairs. One of those committees is the Reentry Committee that has been operating for awhile but he noted that they hope to give some more information on that committee soon. He noted that the other committee is a new committee dedicated to workforce issues surrounding individuals with disabilities. He ended by encouraging anyone who has additional thoughts or questions to reach out.

**Public Comments:** There were no public comments.

### **Final Remarks & Adjournment**

Chair Wiltout thanked everyone for being part of the meeting. He highlighted that there was a lot of great participation and encouraged participation and sharing for the future. He also noted that he has been joining a monthly call with the 22 local workforce boards and his goal is to visit the boards either in person or over Teams within the next year. He then sought a motion to end the meeting.

**MOTION:** Joe Welsh made the motion to adjourn. Debra Caplin seconded. The motion was passed unanimously.

## **Quarterly Meeting Agency Update**

### **Pennsylvania Department of Labor and Industry - Workforce**

November 8, 2023

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**

In light of National Apprenticeship Week November 13<sup>th</sup>-19<sup>th</sup>, the Apprenticeship and Training Office (ATO) is tracking and attending events all across PA that will highlight successful and emerging Registered Apprenticeship and Pre-Apprenticeship models. Secretary Nancy Walker, even attended some events leading up to the week, including a much-anticipated visit to Rosie's Girls Pre-Apprenticeship in Philadelphia that prepares participants for advanced training in the electrical industry, and familiarizes young women with careers in energy solutions, broadband, solar, nuclear, infrastructure, and more.

PA Labor and Industry's Apprenticeship and Training Office (ATO) is excited to be the Platinum Sponsorship of the upcoming ApprenticeshipPA Collaborative and Expo being held during National Apprenticeship Week (NAW) in Hershey, PA from November 13-14. Over the 2-days, we expect over 275 attendees including registrants, presenters, exhibitors, and sponsors. This includes industry and business representatives, professionals from education institutions, employment and training providers, labor unions, economic development, and state agency staff. According to PWDA, the 2023 ApprenticeshipPA Collaborative and Expo will bring together stakeholders from across PA that are interested in strengthening the apprenticeship and work-based learning models as part of its workforce development strategy. They state attendees will gain technical and practical knowledge on what it takes to launch an "earn and learn" model of talent, how to sustain and retain the apprenticeship program, recruit and engage a talent pipeline, network with peers eager to engage in the apprenticeship ecosystem, highlights on existing program activities, and more! The Director of the ATO will be providing remarks to the whole group on either the 13<sup>th</sup> or 14<sup>th</sup> and participate in a panel discussion. Additionally, the ATO team will be providing 4 workshops and leading multiple "Table Talks" in the "CrossRoads Expo Hall" as well as hosting an information booth.

Additionally, the Pennsylvania Apprenticeship and Training Office would like to recognize more formally Outstanding Sponsors and Apprentices in the Commonwealth of Pennsylvania. Over the course of National Apprenticeship Week (NAW) and highlighted during the Apprenticeship Expo, the ATO will be offering the opportunity to vote in following categories from a list of nominees with plans to award winners in the new year:

- **Outstanding Registered Pre-Apprentice Achievement Award:** Presented in recognition of leadership qualities, problem solving, motivation and willingness to learn skills displayed during completion of a Pennsylvania registered pre-apprenticeship program and acceptance into a Pennsylvania registered program as an apprentice. The chosen would have demonstrated



exceptional performance and commitment to their apprenticeship journey and has been recognized by their mentors and peers.

- **Outstanding Registered Apprentice Achievement Award:** Presented in recognition of leadership qualities, problem solving, motivation and willingness to learn skills in completing a Pennsylvania registered apprenticeship program and achieving journey worker status. The chosen would have demonstrated exceptional qualities and commitment to advancing through their apprenticeship journey and has been recognized by their mentors and peers.
- **Outstanding Registered Pre-Apprenticeship Sponsor Award:** Presented in recognition of a successful Pennsylvania registered pre-apprenticeship program. The program chosen is an integral part of the apprenticeship ecosystem and valued in assisting pre-apprentices achieve success.
- **Outstanding Registered Apprenticeship Sponsor Award:** Presented in recognition of a successful Pennsylvania registered apprenticeship program. The registered program chosen has exemplified embracing partnerships, apprenticeship ecosystem building and training successful journey workers.

Several grant opportunities are targeted 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](#).

## Outreach Engagement

- **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. Most recent data suggests that as of 1<sup>st</sup> quarter 2023, there were 426,010 individuals not shoring up as employed in PA. This is an increase from the 390,000 individuals the UI Claimant outreach campaign was originally targeted to. Preliminary data was gathered through a survey on the industries these individuals have experience in and the barriers that are preventing them from reengaging in 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.
- **RESEA**
  - The Agency has received an additional 4.4 million dollars in addition to the state's regular allotment of 15.4 million dollars. It is critical at this point that workforce receive additional complement to be able to grow the RESEA program; serve additional UI claimants proactively to ensure they are able to successfully reengage with the workforce; save funds in UI benefits payments and strengthen the overall health of the Pennsylvania workforce ecosystem.
- **Visit to Keystone Job Corps Center**
  - Keystone Job Corps Center is one of 120 Job Corps campuses across the nation providing career training and education opportunities for teens and young adults and preparing students for family-sustaining jobs in critical and emerging industries. Secretary Walker was joined by representatives from L&I, the National Job Corps Association, Pennsylvania

Workforce Development Association, Greater Hazleton Chamber of Commerce and PA CareerLink® Luzerne County on a campus tour and roundtable discussion on collaboration opportunities to leverage Job Corps as a workforce tool in preparing the workforce of tomorrow to meet the need for skilled labor in critical industries.

### 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 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

- **Veterans Employment Program** – The PA Department of Labor & Industry (L&I) announced the availability of approximately \$800,000 in funding for the Veterans Employment Program (VEP) to include awards of up to \$200,000. One grant will be awarded to the top-scoring applicant who proposes serving only Delaware County. The other awards will be awarded to service delivery areas across the Commonwealth based on availability of funds, competitive scoring, and priority. L&I has created this grant opportunity to assist veterans who have received a discharge other than dishonorable, members of the reserves and guard, and spouses of veterans and service members in securing employment that pays a living wage. **The application deadline for the Pennsylvania VEP Grant is Wednesday, November 15, 2023, at 4:00 p.m. ET.**
- **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.

Round 1 Expansion Opportunity (First Step Act) – The PA Department of Labor & Industry (L&I) was awarded \$1.5 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

- **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.

Eleven 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.
  - **ADA-CAT Training** – Two ADA-CAT trainings being held in November are underway. These trainings will be for LWDB monitors on the proper use of an ADA-CAT toolkit (<https://aacinstitute.org/ada-cat/>) used to assess American with Disabilities Act (ADA) accessibility compliance of buildings and facilities (including PA CareerLink® offices). BWDA has now purchased and delivered toolkits to all local WDB monitors. Two sessions have been scheduled with one in the Western part of the state (Indiana County PA CareerLink®) and one in the Eastern part of the state (Lehigh Valley PA CareerLink®). This training will also be made available for staff from DHS and OEO who might find the training relevant (~4 additional staff). These trainings are being organized in partnership with OVR.

#### **Center for Workforce Information and Analysis (CWIA)**

- **WIOA Annual Performance Report** - Program Year (PY) 2022 WIOA Annual Performance Reports were submitted and accepted at the end of September. Pennsylvania met or exceeded all performance goals for PY2022. Overall participation in WIOA Title I and III programs increased from last year. Adult program participation surpassed pre-COVID highs. Lastly, the proportion of individuals with a barrier to employment being served in PY2022 was comparable to prior years.
- **Workforce Information Forum** - Building on the success of past events, CWIA partnered with Advance Central PA to showcase labor market information (LMI) and highlight available tools/services. The Forum, held October 24-25 in Williamsport, was targeted to workforce staff, economic developers, and educators, and focused on basic LMI data and the application of this data in serving customers. Approximately 80 attendees participated in the two-day event. Additional details and presentations from the event are available online at [www.workstats.dli.pa.gov](http://www.workstats.dli.pa.gov). Similar events are being planned for 2024.

## Quarterly Meeting Agency Update

November 15, 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](mailto: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](mailto:danmckinne@pa.gov).**

# Quarterly Meeting Agency Update

## Pennsylvania Department of Education

November 15, 2023

### **Educator Workforce**

The Bureau of School Leadership and Teacher Quality provided an overview of Enrollment and Certification Trends at the Nov. 8 meeting of the state Board of Education. Staff noted several positive trends, including:

- Increased Number of High School Graduates in 2021-2022;
- Increased High School Graduate Enrollment in Postsecondary Education Within One Year of Graduation; and
- Increased Enrollment in Educator Preparation Programs with a continued uptick each year from 2018-19 (17,942) to 2021-22 (20,938), representing a 16 % increase. The increase follows four years of declining enrollment.

However, despite a small rise in the number of Instructional I and II certifications issued in 2020-21, the number of both dropped in 2021-22, from a total of 14,045 to 12,154. To help address this concern, the department is engaging a researcher from IU 13 to examine why teacher preparation programs are not converting the increasing numbers of education students into certifications. In addition, the department will soon be filling the position of Chief Talent Officer, who will lead the educator workforce strategy.

### **Career Ready PA Coalition**

The Career Ready PA Coalition's October session featured greetings from Judd Pittman, Director of PDE's Bureau of Career and Technical Education and an update from Brian Gasper, Chief of PDE's Division of Instructional Quality. The best practice featured The Warhol Academy in Pittsburgh's "Pop District", presented by Ryan Haggerty, School Director, and Nicole Dezelon, Senior Director, who shared their best practice, "Connecting Education Pathways with the Creative Economy," and the diverse career pathways and workforce needs across sectors in the Creative Ecosystem. The November session will feature Rock Litz, continuing to feature the Creative Arts career pathway opportunities.

### **Title II Adult Education**

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.

For Program Year 2022-23 federal reporting under Title II of the Workforce Innovation and Opportunity Act (WIOA), adult education programs funded by the PDE Division of Adult Education enrolled 14,893 participants. This is an increase of 15 percent from PY 2021-22. Over 50 percent of those participants attend at least some of their instruction remotely.

Division-funded programs are addressing the increased need for English language instruction resulting from the increase in the number of refugees, asylees, and other new arrivals in the Commonwealth. The



programs have created three regional alliances to coordinate services and work with other partners to serve this population.

### **Libraries**

[POWER Library](#)'s Job Resources page has been updated. Transparent Language Online is a newly added resource that can help job seekers learn over 120 languages including English (ESL/ELL) content, some with workplace language focus. Staff is working with L&I to plan cross-training so staff at PA CareerLink® know about library services and staff at public libraries know what services PA CareerLink® offers.

### **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. Content review teams will now begin to draft documents to include in a proposed regulation to update the standards.

## Quarterly Meeting Agency Update

### Department of Human Services

November 15, 2023

#### **Office of Child Development and Early Learning**

##### Professional Development Organizations (PDOs)

PASSHE's 2023 Diversity, Equity and Inclusion Summit at Shippensburg University was held on November 8-10. The theme is "The Power of Community: Uniting to Amplify Voices and Foster Well-being." The DEI Summit aims to highlight the necessity and importance of uniting and working collectively to improve campus experiences and promote well-being for all. Working in community requires valuing both individuals and collectives, celebrating both our similarities and our differences, and fostering both reflection and action. The DEI Summit aims to serve as a platform for dialogue, reflection, learning, and community building.

##### Preschool Development Grant (PDG)

OCDEL utilized funds from the federal Preschool Development Grant to fund Rapid Response Team (RRT) grants. RRTs are deployed to early childhood education programs when an early care and education program is struggling with the challenging behavior of a child who is at immediate risk of expulsion. The development of this collaborative services at the local level has been in response to the increase in challenging behaviors in early childhood education settings. 82 RRT grant applications were submitted and are currently being reviewed.

#### **Office of Children, Youth, and Families**

##### County Children and Youth Agency Recruitment and Retention Project

OCYF recently teamed up with our partners with Public Financial Management (PFM) to develop and launch a three-phased county children and youth agency (CCYA) Recruitment and Retention Project. The project began July 2023 and is anticipated to be completed January 2024. OCYF is partnering with 10 CCYA's to participate in this project. A Steering Committee comprised of OCYF staff, leadership from the 10 participating CCYA's, and other stakeholders has been meeting at least monthly to discuss project updates and help guide the process. Phase I of the Project centered around the project launch, data collection, and preliminary analysis.

During Phase II, members of the PFM team led in-person focus groups (up to four focus groups per CCYA) for each participating CCYA. Guided by the focus groups and results from Phase I, PFM will also develop an employee survey to identify and evaluate the motivations that drive employee recruitment and retention. Along with the focus groups and employee survey, PFM will benchmark compensation at each of the CCYAs selected for review. By benchmarking compensation levels and structures, the PFM team will assess how CCYAs' compensation structures and practices affect vacancy rates.

During Phase III, PFM will develop a final report that includes (1) a discussion of CCYA recruitment and retention experience, as well as insights from the focus groups and employee survey; (2) a catalog of environmental and organizational impediments to CCYA recruitment and retention; (3) and a menu of specific and actionable recommendations drawn from a review of best practices adopted by high-performing CCYAs and comparable public and non-profit organizations throughout the United States to overcome these environmental and organizational impediments. Given the variety of service delivery models among CCYAs, the final report will also include a high-level framework for considering contracting for some CCYA functions. This will include a matrix outlining alternative models identified across the Commonwealth's CCYAs, experienced-based and potential pros and cons relative to service quality and impact on outcomes, fiscal considerations, lessons learned, etc.

### **Office of Income Maintenance**

#### Final American Rescue Plan Act (ARPA) Funded Supplemental Nutrition Assistance Program (SNAP) Keystone Education Yields Success (KEYS) Tuition Assistance Issued

The final round of SNAP KEYS tuition assistance funded with temporary SNAP ARPA funds were provided for the fall 2023 semester. DHS was able to provide a little over \$1 million in tuition assistance across the 14 community colleges that have a contracted KEYS program. This served a statewide average of 90% of SNAP KEYS enrollees. These SNAP KEYS students demonstrated a financial need for tuition assistance after exhausting other financial aid opportunities that DHS was able to address with this temporary funding stream.

### **Office of Long-Term Living**

#### MCO Pay for Performance Measures

OLTL is developing a new MCO pay for performance measure for agreement and measurement year 2024 that would require MCOs to reach a supported employment 2.5% benchmark for competitive integrated employment based on the MCO's ratio of HCBS population age group of 21-64.

## Quarterly Meeting Agency Update

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

November 15, 2023

#### DCED Workforce Development Programming

- **Workforce & Economic Development Network of Pennsylvania (WEDnet):** To date for FY23-24, there is over \$17 M in training requests from employers.
- **Manufacturing Training to Career:** The Training to Career grant has awarded 11 grants so far in FY23-24, totaling \$2.1 M. Of the 11 awards, eight of the projects are short-term training and three are awareness focused.
  - **Awareness** – Projects supporting the advancement of the manufacturing industry through the engagement of youth or those with barriers to employment in awareness building activities related to career opportunities in manufacturing.
  - **Training** – Projects resulting in short-term work-readiness training that lead to entry-level job placement for individuals with barriers to employment. These projects work collaboratively with local manufacturers to identify and teach missing essential skills for entry level applicants for existing or near future open positions.
- **Foundations in Industry Training (FIT) Grant Program:** DCED has been receiving lots of inquiries regarding pre-apprenticeship programming as well as apprenticeship programs looking for grant support. A lot of the inquiries and applications are coming from the trades.

**Statewide Economic Development Strategy:** Over the past month, DCED hosted listening sessions around the state to hear from stakeholders their thoughts, ideas, and suggestion regarding the outline of the plan. Some reoccurring themes that were brought up were workforce, housing, retention, and focusing on specific industries. While the plan cannot be everything to everyone, the goal is that everyone will see themselves and their place within the plan.

**Pennsylvania Broadband Development Authority (PBDA):** PBDA continues to establish collaborations and partnerships with internal and external stakeholders to develop objectives and strategies relative to the Pennsylvania workforce.

Volume I of the Initial Proposal was open for public review and comment from September 11, 2023, through October 10, 2023. At the October 19, 2023, PBDA Board meeting, members reviewed and approved Volume I of the BEAD Initial Proposal. Volume I was submitted to the National Telecommunication Information Administration (NTIA) on October 27<sup>th</sup>, 2023.

Volume II of the Initial Proposal remains a crucial focus of Volume II, which includes setting workforce development goals for the subgrantees of BEAD funding that focus on removing barriers by creating diverse and inclusive career paths. Stakeholders are encouraged to provide public comments from October 16, 2023, through November 14, 2023, by visiting the [PA Broadband Development Authority website](#). Located on the site is [Volume II of the Broadband Equity, Access, and Deployment \(BEAD\) Proposal](#) and a [recorded webinar](#) about the key elements of the proposal and how to provide feedback.

The Workforce and Supply Chain Sub-Committee meets monthly. As of October 25, 2023, Russell McDaid, Executive Director at the PA eCommerce Association, was nominated and approved as chair. PBDA will be working with the chair and committee members to further the vision and mission of the BEAD 5-Year Action Plan. The next committee meeting is on November 29<sup>th</sup>, 2023, from 2:00 p.m. to 3:00 p.m. and is open to the public. Information on how to join the discussion is located at <https://dced.pa.gov/programs-funding/broadband-in-pennsylvania/>.

If stakeholders have questions about closing the digital divide in Pennsylvania or would like to receive the PBDA newsletter, they can contact the PA Broadband Development Authority or connect with us by phone at 1.866.466.3972.

#### **Collaborations:**

- **Apprenticeship and Training Office (ATO):** DCED co-presented with the ATO, PDE, Broadband Authority and the Council on The Arts at the ApprenticeshipPA expo in Hershey. The presentation centered around the apprenticeship ecosystem and how all the different community partners have a seat at the table.
- **Industry Partnerships (IPs):** DCED partners with L&I on IPs through participation on monthly Community of Practice calls with the IPs across the commonwealth, monthly partnership calls with individual partnerships as well as helping to review the FY23-24 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**
- **Manufacturing Competitiveness Collaborative (formerly known as Pennsylvania Manufacturing Advisory Council):** The Collaborative met for its second full membership convening on November 1<sup>st</sup>. Since the initial launch, champions within the Collaborative have focused on a preliminary action priority: Accelerating Transition to Factory of the Future (building on an original PA MAC “Gamechanger”). Looking ahead, additional action priorities will be added to this Collaborative’s work, aligned to the Collaborative goals, strategic role and willingness of Collaborative champions to lead it.

## Quarterly Meeting Agency Update

### PA Department of Agriculture

November 15<sup>th</sup>, 2023

#### **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 Ag Ed Annual Report is expected to be released in December - This comprehensive report compiles data as it pertains to agriculture education across the commonwealth.
- Next Quarterly Meeting for Commission of Agriculture Education Excellence is December 6<sup>th</sup> from 10AM-12PM. Can be found on meeting notices here
- Continuing to identify funding structures to support a number of the ag education program requests across the state.

#### **Veterans in Ag Grants**

- The Department's Veteran in Agriculture Grants are currently open. These grants will award up to \$200,000 to veteran organizations to support individual veteran farmers. Applications will be accepted until December 15<sup>th</sup>, 2023. More information can be found at <https://www.pacodeandbulletin.gov/Display/pabull?file=/secure/pabulletin/data/vol53/53-44/1514.html&search=1&searchunitkeywords=veterans>.

#### **108<sup>th</sup> Annual Farm Show**

- The 108<sup>th</sup> Farm Show will take place January 6<sup>th</sup> – January 13<sup>th</sup>, 2024. This year's theme is "Connecting our Communities".

#### **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 14<sup>th</sup>, 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 20<sup>th</sup>, 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 28<sup>th</sup>, 2023.

## Quarterly Meeting Agency Update Pennsylvania Department of Aging

November 15, 2023

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](mailto:davimiles@pa.gov) or 717-783-0178.

## Quarterly Meeting Agency Update

### Department of Corrections

November 15, 2023

#### Partnerships with Other Agencies

At the beginning of July 2023, Philadelphia Works and PA CareerLink initiated services at five Philadelphia area Community Correctional Centers (CCCs), benefiting reentrants by providing essential services and overcoming transportation challenges. The services include a welcome workshop, PA CareerLink registrations, Workforce Innovation and Opportunity Act (WIOA) services, and workshops in the various Bureau of Community Corrections (BCC) centers.

On October 13, 2023, the Workforce Development Specialist spoke to employers at the Employer Advisory Council at the Mercer PA CareerLink on the benefits of hiring reentrants. From that event, discussions were held about the need to educate more employers in Mercer County. An employer roundtable was offered by the Department of Corrections (DOC) in partnership with the local Chamber and PA CareerLink to be scheduled in 2024.

In partnership with the PA Department of Banking & Securities and Cross State Credit Union Association, the DOC held a Reality Fair for the Harrisburg area BCCs on October 20, 2023, providing 72 reentrants an opportunity to learn budgeting and living within their monthly salary, covering housing, utilities, transportation, clothing, and food. There is interest from the Pittsburgh and Philadelphia areas to hold similar Reality Fairs in 2024.

Parole staff in Philadelphia have conducted planning meetings with Beyond Literacy and Philadelphia Works to host the mobile unit bus and utilize services for reentrants. Services are scheduled to begin mid-late November at the Northeast Sub Office and West Division. Additional details will be provided in future reports.

Alline Salon Group reached out to the DOC to develop a partnership to provide inmates a job pre or post release. Alline Salon Group has 110 locations in Pennsylvania for applicants with a cosmetology or barber license. This partnership is broken up into two phases. Phase 1 is for those currently released and has already been implemented. Phase 2 is currently in development to create a "prison to work pipeline". This phase will conclude with inmates securing a job offer pre-release. In the upcoming months, additional information will be provided including statistics on applicants and hires.

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

#### Reentry Services

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



implementation of CDL computer testing. The final piece necessary to begin this pilot is the equipment from PennDOT. The DOC is still awaiting this equipment and training.

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

**Youth Committee**  
**Quarterly Update**  
November 15, 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 22<sup>nd</sup>.

**Chekemma Townsend, Chair**  
Youth Committee

**Education Shortage Committee**  
**Quarterly Update**  
November 15, 2023

**Education Shortage Committee Overview**

Education Shortage Committee convened its initial meeting on November 3, 2023. The committee's initial discussions involved setting out its objectives, establishing a clear structural framework and defining the scope of its responsibilities. Additionally, the sessions included an engaging brainstorming session, the committee identified key challenges within the education sector, with a specific emphasis on the issues confronting the education workforce. Deliberations further centered on discerning the root causes and contributing factors of these challenges, while also identifying essential stakeholders who were absent from the ongoing discussion.

Moving forward, the Education Shortage Committee aspires to function a dynamic think tank comprising of esteemed education professionals. This dedicated working group aspirations to provide essential support to the education profession, address crucial matters surrounding the availability and quality of education within the state. Through inclusive and proactive discussions, the committee aims to develop comprehensive strategies to alleviate education shortages and support education across the state.

Action items to pursue in the near future:

- Recognizing the need for diverse perspectives, the committee will extend additional invitations to additional vital stakeholders to be a part of the committee. Plus, forge strategic partnerships with key stakeholders, including teacher labor unions, community colleges, teacher training programs and professional development organizational, to establish a collaborative network focused on addressing the identified gaps.
- Establish subcommittees targeting critical areas such as incentives, regional needs and disparities, qualifications, scale, and obstacles. Each subcommittee will consist of a carefully selected group of education or workforce professionals, policy makers, and community representatives with expertise in the respective areas.
- Conduct an extensive gap analysis to identify the specific areas within the education sector that are experiencing critical shortages. This analysis will involve assessing regional variations, subject-specific demands, and demographic considerations to gain a comprehensive understand of the challenges at hand.

**Tim James, Chair**  
Education Shortage Committee

**Industry Partnership and Employer Engagement Committee**  
**Quarterly Update**  
November 15, 2023

**Work of the Committee**

The committee met on Oct. 18, 2023, and got to know first-time members and dedicated its time together discussing how the state can encourage employers to support the job quality of their employees and how employers can access available resources to accomplish this task, if applicable.

The next committee meeting is scheduled for Oct. 18, 2023, via Zoom. During that meeting, the committee will review discussion points made at the Workforce Investment Opportunity Act ‘Listening Sessions’ held during October 2023 and determine ways to enhance the Commonwealth’s system to better serve current and potential employer workforce needs.

**John J. “Ski” Sygielski, Ed.D., Chair**

Industry Partnership and Employer Engagement Committee

**Barrier Remediation Committee**  
**Quarterly Update**  
November 15, 2023

**Work of the Committee**

This committee is seeking individuals to serve. Members will be asked to meet monthly to discuss ways the workforce development system can address and remove barriers to employment. One of the committee's primary charges will be to develop recommendations to help meet the goals prioritized in the WIOA Combined State Plan.

In the next quarter, the committee will:

- Add members,
- Establish a meeting schedule, and
- Determine priority barriers on which to focus.

**Shea Zwerver, Chair**

Barrier Remediation Committee

**Continuous Improvement of the PA CareerLink® System Committee**  
**Quarterly Update**  
November 15, 2023

The Continuous Improvement of the PA CareerLink® System Committee met on October 30<sup>th</sup>, 2023. The committee will reconvene on December 20<sup>th</sup>, 2023, to discuss priorities for 2024.

In the interim, WDB staff will develop and send out a survey allowing committee members to rank options for prioritization of committee objectives for the coming year. These priorities include, but are not limited to, the following:

- How to expand mobile service delivery options 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.
- How the PA CareerLink® system can better partner with local Chambers of Commerce and local economic development entities.
- How the workforce system can better engage with industries that have not historically utilized the PA CareerLink® at levels seen in other industries.
- How to improve outreach and promotion of PA CareerLink® services to younger generations of workers.
- How the Pennsylvania Workforce Development system can help employers employ strategies that enhance job quality in their efforts to increase retention and reduce hiring times.

**Brian Funkhouser, Chair**

Continuous Improvement of the PA CareerLink® System Committee

**Reentry Committee**  
**Quarterly Update**  
November 15, 2023

**Work of the Committee**

The Reentry Committee met on Nov. 2<sup>nd</sup> as a reorganization meeting under the new leadership of Debra Caplan as Chair. The committee focused on introductions of all members then moved onto the broad overview of the goal of the committee and future priorities. At the next meeting the committee will focus on a mission statement and priorities to ground their work.

Potential action items to pursue in the future:

- Helping break down the stigma of reentrants in the workforce, especially for reentrants that have been back in the workforce for an extended amount of time
- Examine issues that might stop people from entering into jobs at certain locations
- Normalize support/outreach staff that work to support employers and reentrants in the workforce
- Training for employers on trauma-informed strategies

Next Step: Ranking of committee priorities conducted via online poll prior to next committee meeting.

**Debra Caplan, Chair**  
Reentry Committee

**Apprenticeship and Career & Technical Education Committee**  
**Quarterly Update**  
November 15, 2023

**Work of the Committee**

The Apprenticeship & CTE Committee aims to establish foundational knowledge in how well registered apprenticeships and pre-apprenticeships are serving Pennsylvanians in their careers. We most recently met on November 8, 2023, to discuss what information we need to answer the question, “Are apprenticeships functioning as intended and resulting in success for apprentices?” This discussion covered the roles that pre-apprenticeships and career & technical education play in broadening participation and ensuring successful outcomes in registered apprenticeships. The committee has identified apprenticeship dropout rates, graduation rates, participant numbers and demographics, job placement rates, participation in CTE programs, and more pieces of data that would help it understand the current state of apprenticeship in PA.

The committee is exploring:

- What types of data are collected, by whom, and how they can be accessed.
- Where there may be gaps between information we need to understand the landscape, and the information that is available.

**Angela Ferritto, Chair**  
Apprenticeship and CTE Committee



**Agriculture Committee**  
**Quarterly Update**  
November 15, 2023

**Committee Work:**

The Agriculture Committee met for the second time on November 7<sup>th</sup>. At that meeting, the committee discussed the five action items that came out of the open discussion from the first meeting.

Those items were:

- Ensure access to H-2A/H-2B and Foreign-Born labor
- Ensure access to multilingual training and education programs
- Expand on-the-job training programs
- Identify and address gaps in education and training within the industry
- Increase awareness of agricultural career opportunities

There was mutual agreement on the importance of these issues and from the discussion that ensued, two main areas of focus were identified to begin work on:

1. H2 workers and language accessibility of state exams
2. Training and awareness

Chairman Brian Campbell, Special Assistant Sara Gligora, and WDB Staff member Kristina Gonzalez plan to form some potential projects around these focus areas for the next meeting on December 5<sup>th</sup>. The Committee's goal is to work on these two focuses simultaneously and decide on some projects for the committee to prioritize.

**Brian Campbell, Chair**  
Agriculture Committee

**Manufacturing Committee  
Quarterly Update  
November 15, 2023**

**Work of the Committee**

The recently formed Manufacturing Committee had a voluminous attendance for the October 19, 2023 meeting. The committee members came prepared with a variety of discussion topics affecting manufacturing such as childcare, transportation, affordable housing, and refugee resettlement to name just a few. In addition, committee members had a dynamic discussion regarding the WEDnet program and its increasing value, concluding with a request for further discussion and information.

Potential action items to pursue in the future:

- Scheduling of WEDnet presentation by DCED staff with specific questions being sent to DCED prior
- Comprising a list of current services available regarding ESL, transportation, housing, and tax credits

**Mike Wojewodka, Chair**  
Manufacturing Committee

**Construction Workforce Committee**  
**Quarterly Update**  
November 15, 2023

The Construction Workforce Committee, as one of the new committees under the Board, has been engaged in membership recruitment. Among our goals are that we explore, evaluate, and recommend approaches to address Construction workforce issues anywhere in PA, and promote the broadest sharing of promising practices for Construction businesses, workers, educators, and all our workforce partners within the industry. Some of our key preliminary directions and interests include:

- championing the incredible career opportunities available in the Construction industry, especially for young women,
- a strong focus on the role of registered apprenticeships and Career and Technical Education programs in preparing young people for rewarding careers in Construction,
- challenging misperceptions about Construction industry jobs and careers, and
- early engagement with students, their families, and school districts.

We are currently scheduling and planning for our initial “kick off” Committee meeting, targeted for early December (specific date/time is TBD at time of this report).

**Karen Masino, Chair**  
Construction Workforce Committee

**Healthcare Workforce Committee**  
**Quarterly Update**  
November 15, 2023

The Committee most recently met on September 19, 2023, with 26 members participating. As noted in our report for the October 10, 2023 Board meeting, our Committee discussion topics 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 healthcare workforce data to show the scope of the issues, give us an informed “today and tomorrow” view, and support prioritizing where we have the greatest need to focus. The Center for Workforce Information & Analysis (CWIA) in the Department of Labor & Industry has prepared a preliminary data report for the Committee, which the Committee will include as one of our agenda items at our next meeting.

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

**Matthew Yarnell, Chair**  
Healthcare 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			
Aug 2023	Aug 2022	Volume Change	Percent Change
202,254	255,565	-53,311	-20.9%

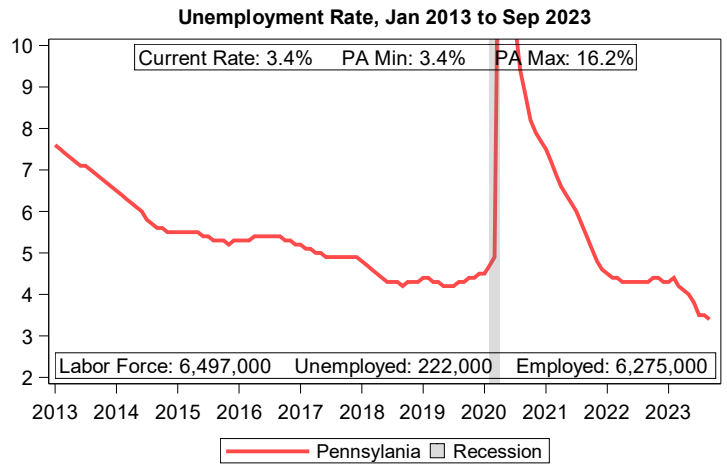
Source: The Conference Board - LightCast - Help Wanted OnLine™

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 Q1 of 2023

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

Source: Quarterly Census of Employment and Wages

Unemployment Compensation (UC) by Pre-UC Industry	Oct 2022 to Sep 2023		Sep 2023 Initial (IC) and Continued (CC) UC Claims			
	Exhaustees	Percent	IC Total	IC Percent	CC Total	CC Percent
Natural Resources & Mining	310	0.8%	275	0.8%	2,603	0.8%
Construction	6,270	16.1%	4,944	14.0%	29,795	8.9%
Manufacturing	3,970	10.2%	5,269	14.9%	43,116	12.9%
Trade, Transportation & Utilities	7,020	18.0%	6,430	18.2%	74,170	22.1%
Information	730	1.9%	503	1.4%	8,038	2.4%
Financial Activities	2,420	6.2%	1,460	4.1%	17,074	5.1%
Professional & Business Services	7,810	20.0%	5,353	15.1%	62,302	18.6%
Education & Health Services	6,100	15.6%	5,384	15.2%	57,584	17.2%
Leisure & Hospitality	2,540	6.5%	2,666	7.5%	24,384	7.3%
Other Services	870	2.2%	831	2.3%	7,727	2.3%
Government	890	2.3%	306	0.9%	3,140	0.9%
Info Not Available	70	0.2%	0	0.0%	0	0.0%
<b>Total</b>	<b>39,000</b>	<b>100%</b>	<b>35,398</b>	<b>100%</b>	<b>335,228</b>	<b>100%</b>

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

Source: Pennsylvania Unemployment Compensation System

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

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

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

Note: 'ND' represents Non-Disclosable information.

## WIOA Title I and Title III Workforce Performance Outcome Progress Program Year 2023 (Through 1<sup>st</sup> Quarter) Statewide

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

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

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

### Overall Program Scores

Not Meeting	Meeting	Exceeding
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### Overall Indicator Scores

<b>105.8%</b> Title I Adult	<b>107.0%</b> Title I Dislocated Worker	<b>89.5%</b> Title I Youth	<b>108.6%</b> Title III Wagner-Peyser
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<b>105.7%</b> Employed 2 <sup>nd</sup> Quarter	<b>106.1%</b> Employed 4 <sup>th</sup> Quarter	<b>119.8%</b> Median Earnings	<b>94.7%</b> Credential Attainment	<b>75.6%</b> Measurable Skill Gain
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### Individual Indicator Scores (actual performance/negotiated level)

	Employed 2 <sup>nd</sup> Quarter	Employed 4 <sup>th</sup> Quarter	Median Earnings 2 <sup>nd</sup> Quarter	Credential Attainment	Measurable Skill Gain
Title I Adult	<b>105.3%</b> <small>(79.0% / 75.0%)</small>	<b>106.3%</b> <small>(76.5% / 72.0%)</small>	<b>123.9%</b> <small>(\$8052 / \$6500)</small>	<b>109.3%</b> <small>(74.9% / 68.5%)</small>	<b>84.2%</b> <small>(42.5% / 50.5%)</small>
Title I Dislocated Worker	<b>104.2%</b> <small>(81.8% / 78.5%)</small>	<b>101.8%</b> <small>(78.4% / 77.0%)</small>	<b>120.5%</b> <small>(\$10540 / \$8750)</small>	<b>104.0%</b> <small>(74.9% / 72.0%)</small>	<b>104.6%</b> <small>(48.1% / 46.0%)</small>
Title I Youth	<b>106.6%</b> <small>(71.4% / 67.0%)</small>	<b>111.3%</b> <small>(71.2% / 64.0%)</small>	<b>120.9%</b> <small>(\$4230 / \$3500)</small>	<b>70.8%</b> <small>(46.7% / 66.0%)</small>	<b>38.2%</b> <small>(22.9% / 60.0%)</small>
Title III Wagner-Peyser	<b>106.9%</b> <small>(68.4% / 64.0%)</small>	<b>105.0%</b> <small>(67.2% / 64.0%)</small>	<b>113.9%</b> <small>(\$7402 / \$6500)</small>		

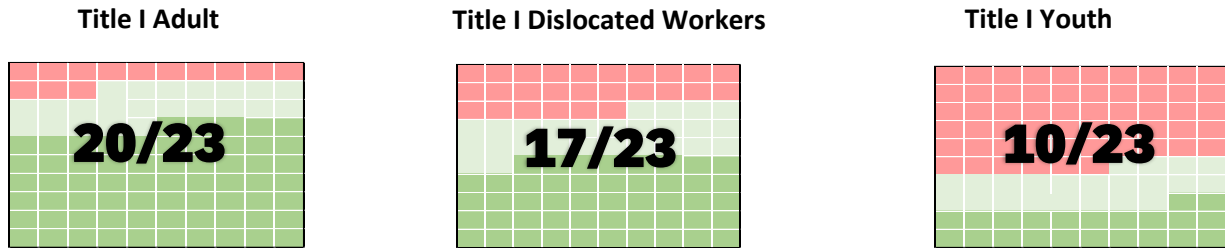
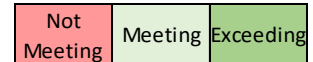
# WIOA Title I and Title III Workforce Performance Outcome Progress Through 1<sup>st</sup> Quarter Program Year 2023 Local Workforce Development Areas

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

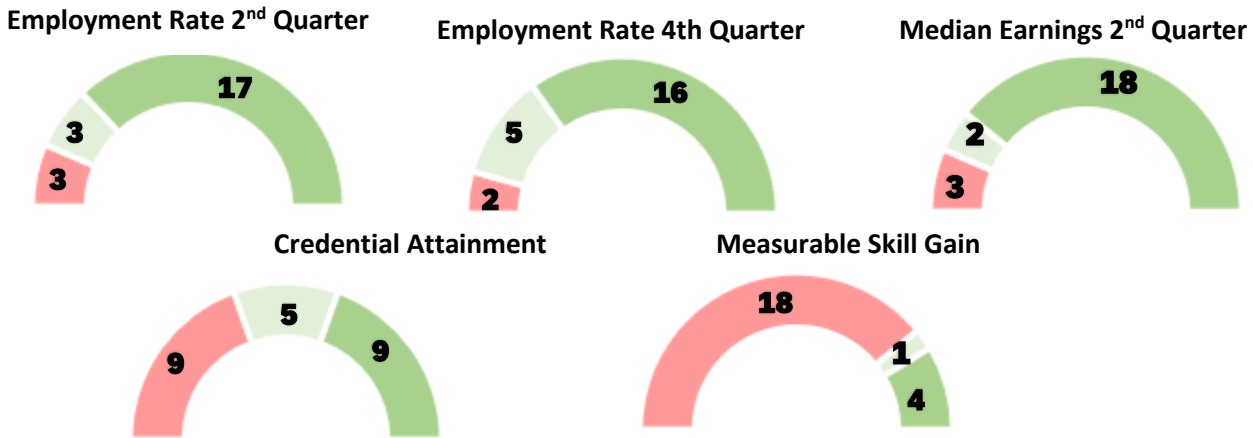
Local performance is evaluated only on outcomes for the Title I programs. States, under authority from WIOA, establish their own methods by which to assess performance outcomes of each local workforce development area. The Department of Labor & Industry has chosen to mirror the WIOA methodology, which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

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

## Overall Program Scores



## Overall Indicator Scores



## Individual Indicator Scores

	Title I Adult	Title I Dislocated Workers	Title I Youth
<b>Employment Rate 2<sup>nd</sup> Quarter</b>	1   4   18	0   12   11	2   6   15
<b>Employment Rate 4<sup>th</sup> Quarter</b>	0   5   18	0   12   11	1   7   15
<b>Median Earnings 2<sup>nd</sup> Quarter</b>	1   2   20	1   3   19	3   5   15
<b>Credential Attainment</b>	3   6   14	0   9   14	7   7   9
<b>Measurable Skill Gain</b>	7   8   8	8   9   6	16   3   4



# WIOA Title I and Title III Workforce Performance Outcome Progress Through 1<sup>st</sup> Quarter Program Year 2023

## Definitions

### Performance Measures

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

Note: Outcomes for the Youth program also include those who were in education or training during the 2<sup>nd</sup> 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 4<sup>th</sup> 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

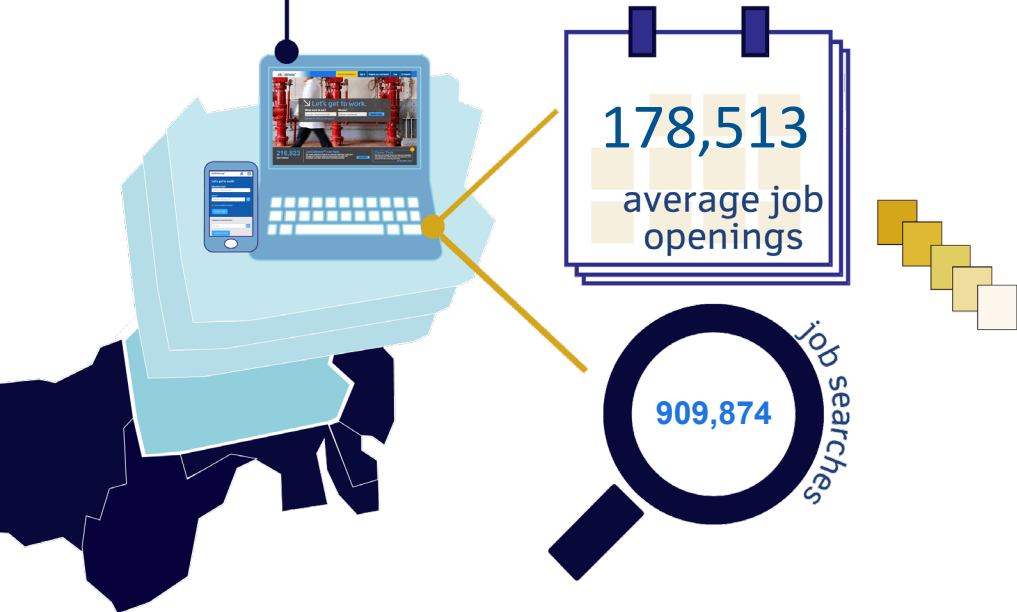
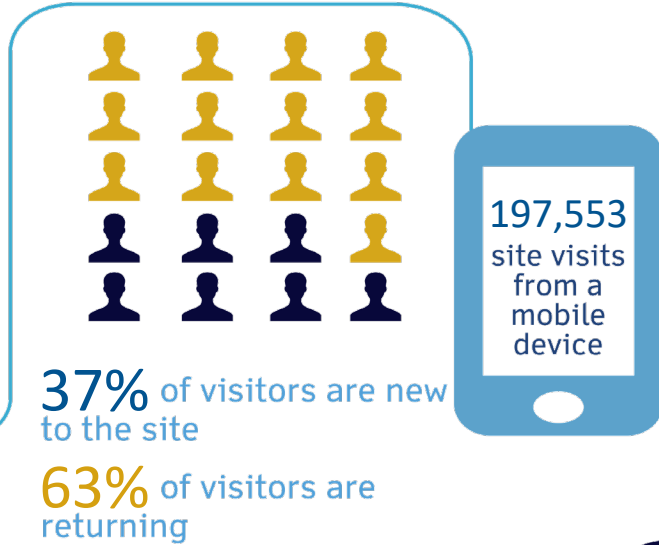
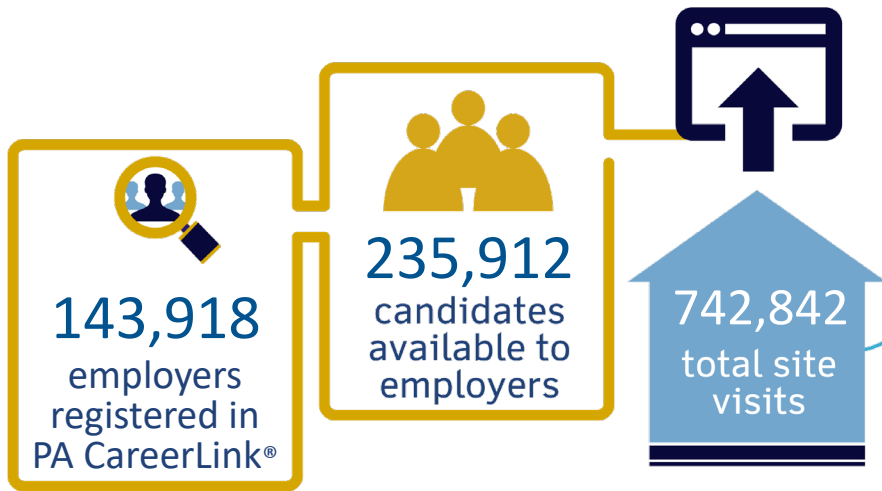
### Reporting Cohorts

Performance for the first five measures is determined at a point in time after exit – either 2<sup>nd</sup> quarter or 4<sup>th</sup> 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.

<b>Performance Measure</b>	<b>Reporting Cohort</b>
Employment Rate 2 <sup>nd</sup> Quarter	July 1, 2022 through September 30, 2022
Employment Rate 4 <sup>th</sup> Quarter	January 1, 2022 through March 31, 2022
Median Earnings 2 <sup>nd</sup> Quarter	July 1, 2022 through September 30, 2022
Credential Attainment	January 1, 2022 through March 31, 2022
Measurable Skill Gain	July 1, 2023 through September 30, 2023

## Footnotes

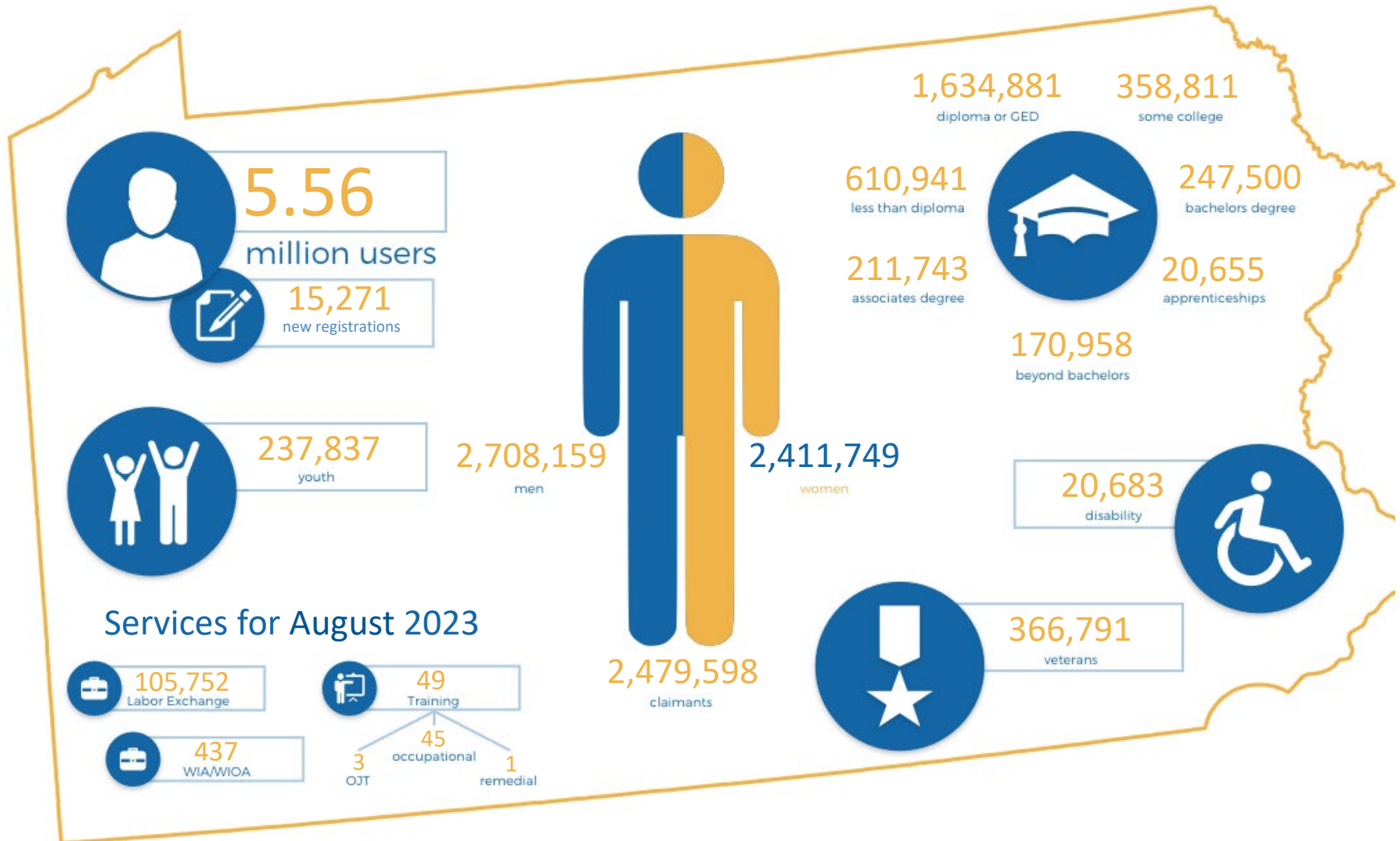
Performance results based on partial year results can fluctuate dramatically due to the cyclical nature of both program enrollments and availability of outcome documentation. This is especially relevant to the Youth program, where some local areas may enroll participants in cohorts at specific times 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.



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

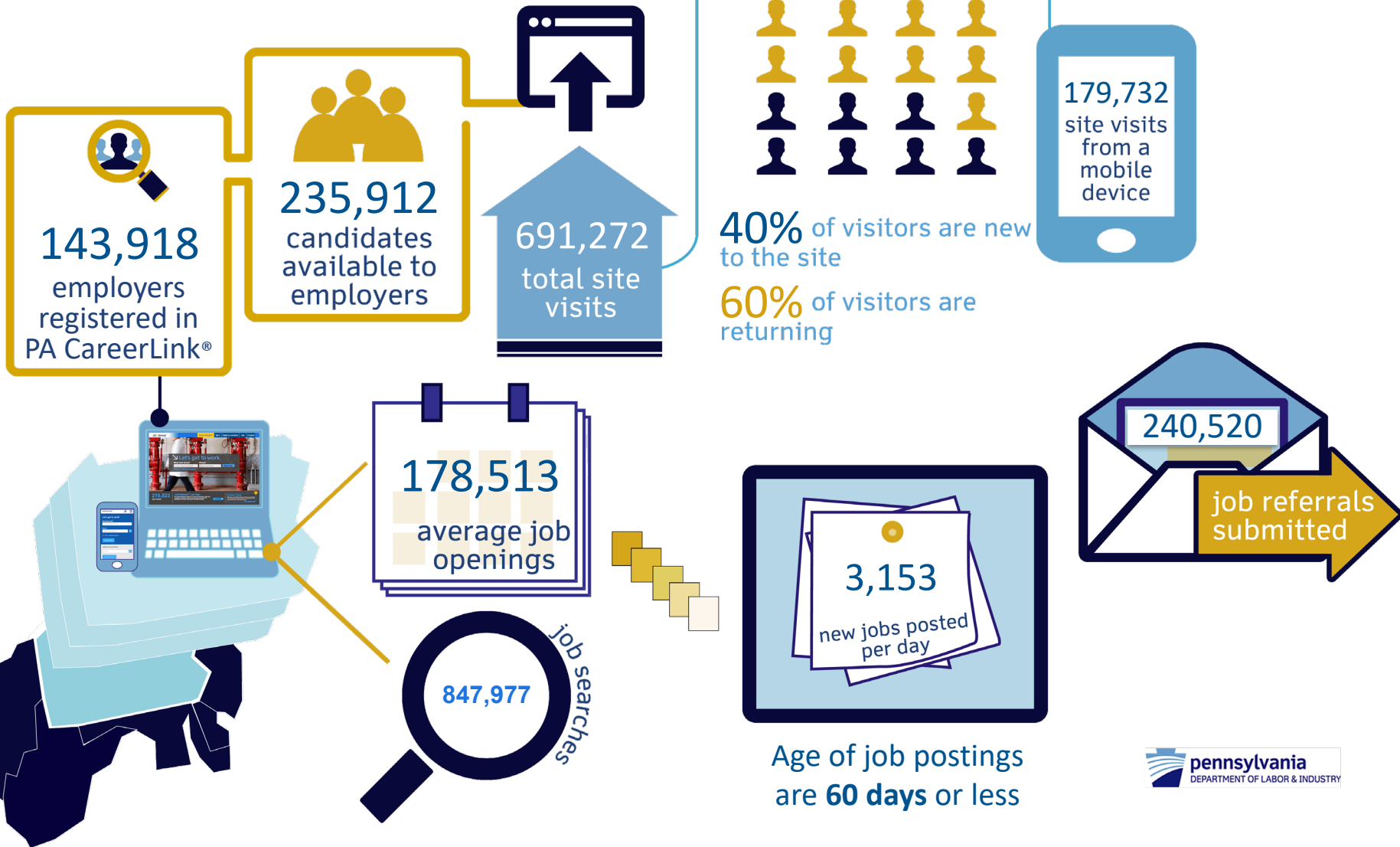


# CWDS/PA CareerLink® User Demographics & Services



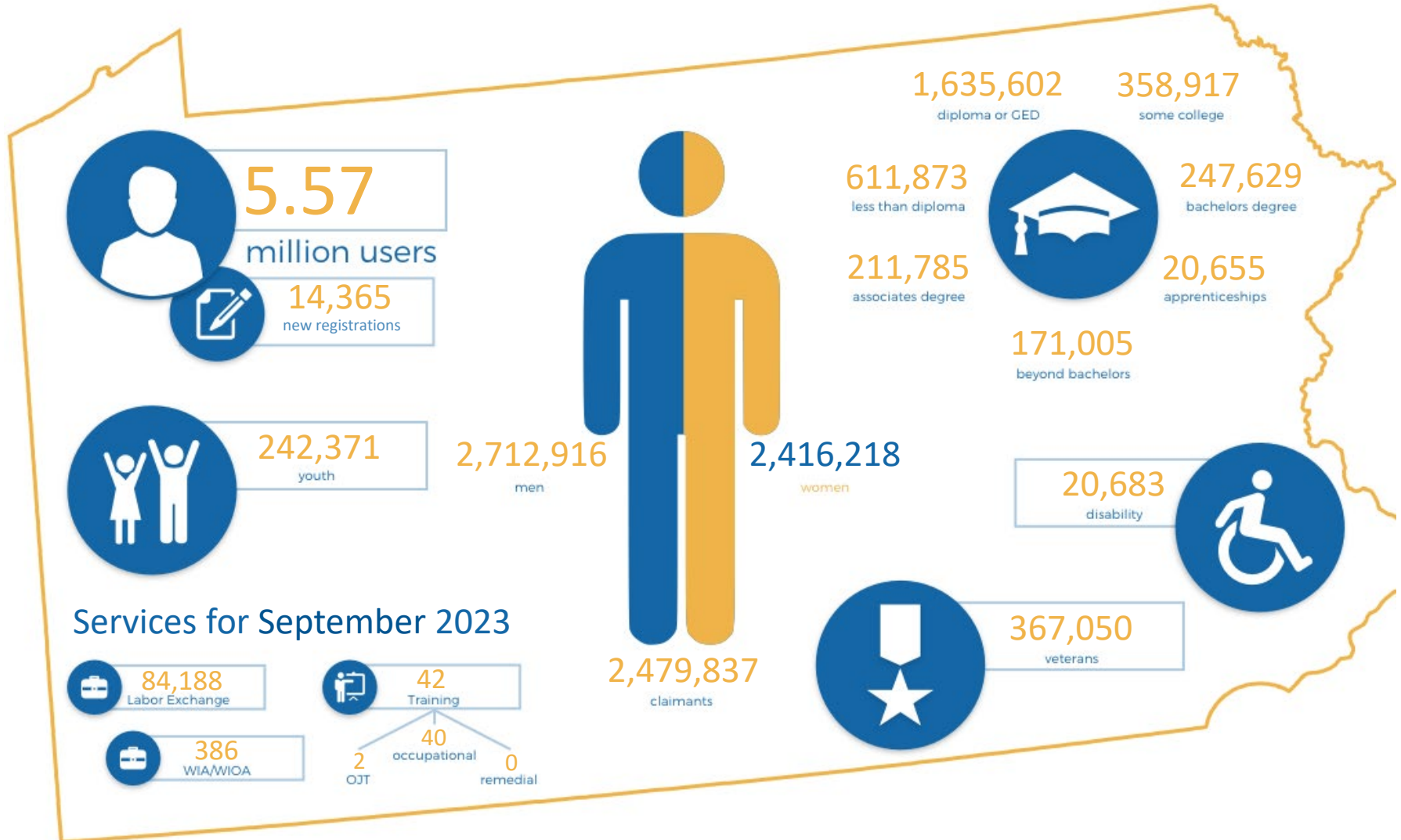
## Infographic Description

#	Metric	Description	Notes	Source	Source Detail
1	Employers registered in PA CareerLink®	Total Employer Profiles based on FEIN	Cumulative (Based on FEINs and SSNs)	CWDS Business Report	Employer #7: Employers -Total - TOTAL COUNT
2	Candidates available to PA employers	Job Seekers with "Want Employers to Find You" marked as "Yes"	Job seekers with job preferences enabled (cumulative)	CWDS Business Report	Participant #13: Participants with Job Preferences Enabled - TOTAL COUNT
3	Total site visits	Number of times PA CareerLink® was visited (includes new and return visits)	Per month	Google Analytics	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





# 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
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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
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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









**Josh Shapiro**  
Governor

**Terry Wiltout**  
Chair