



Quarterly Meeting Briefing Book

May 24, 2023
10:00 AM

Josh Shapiro
Governor

Jeff Brown
Chair



Quarterly Meeting Briefing Book
Table of Contents
May 24, 2023

Agenda	4
February 7, 2023 Minutes	5
Department of Labor & Industry Workforce	13
Office of Vocational Rehabilitation	17
Department of Education	20
Department of Human Services	22
Department of Community and Economic Development	25
Department of Agriculture	27
Department of Aging	28
Department of Corrections	29
Youth Committee Update	31
Healthcare Workforce Committee Update	32
Continuous Improvement of the PA CareerLink® System Committee Update	33
Industry Partnership & Employer Engagement Committee Update	34
Reentry Committee Update	35
Additional PA WDB Proposed Committee Initiatives	37
Pennsylvania Profile – Labor Market Update	38
PA CareerLink® Update – February, March, and April	40
WIOA Titles I & III Performance Update	49
Advance Central PA Link Mobile Workforce Unit Presentation	52

Quarterly Meeting
Tuesday May 24, 2023

Agenda

- 9:30 AM Tours Begin of the Link Mobile Workforce Unit
- 10:45 AM Call to Order – Chair’s Updates, Jeff Brown
- Roll Call
 - Approve February 7, 2023, Quarterly Meeting Minutes – **VOTE**
- 10:55 AM New Staff Introduction
- Dan De Lellis
 - Belinda Nester
 - Erin Donohoe
- 11:00 New Board Member Introduction
- Angela Ferritto – President Pennsylvania AFL-CIO
- 11:05 AM Agency Updates
- Nancy Walker – Acting Secretary Labor & Industry
 - Ryan Hyde – Executive Director Office of Vocational Rehabilitation
 - Khalid Mumin – Acting Secretary Education
 - Valerie Arkoosh – Acting Secretary Human Services
 - Rick Siger –Secretary Community and Economic Development
 - Russel Redding – Secretary Agriculture
 - Jason Kavulich –Secretary Aging
 - Laurel Harry – Acting Secretary Corrections
- 11:40 AM PA WDB Committee Updates
- Youth, Chair Chekemma J. Fulmore-Townsend
 - Healthcare Workforce Ad Hoc, Chair Matt Yarnell
 - Continuous Improvement of the PA CareerLink® System, Chair Brian Funkhouser
 - Industry Partnership & Employer Engagement, Chair John “Ski” Sygielski
 - **VOTE** – Recommendation on IP Goals
 - Reentry Ad Hoc, Chair Jeff Brown
 - **VOTE** – Recommendation 1: Employer Immunity
 - **VOTE** – Recommendation 2: Act 53 of 2020 Regulations
- 12:10 PM Public Comment
- 12:20 PM Adjourn – **VOTE**
- 12:20 PM Walk to Lunch

Next Meeting: August 8, 2023 – 10AM to 2PM Location TBD

PA WDB Quarterly Board Meeting

Tuesday, February 7th, 2023

10:00AM to 2:00PM

Zoom

Meeting Minutes

Attendance

Members:

- Chair Jeff Brown
- Tom Foley for Governor Josh Shapiro
- Idayat Adewunmi
- Will Allen
- Denise Andahazy
- Eric Kratz for Senator Camera Bartolotta
- Tim Bean
- Deputy Secretary Dan Kuba for Acting Secretary Nancy Walker
- Richard Bloomingdale
- Julene Campion
- Wendie DiMatteo-Holsinger
- Gerardo Interiano
- Senator Amanda Cappelletti
- Terry Wiltrout
- Patrick Eiding
- Matt Yarnell
- Anjelica Sanders for Representative Morgan Cephas
- Chekemma Fulmore-Townsend
- Acting Secretary Dr. Khalid Mumin
- Nick Gilson
- Bernie Hall
- James Harper, Jr.
- Ryan Hyde
- Sarah Hollister
- Secretary Akbar Hossain
- Marguerite Kline
- Andrea McArthur
- John Scarpato
- Representative Ryan Mackenzie
- Gregg Riefenstahl
- John "Ski" Sygielski
- Jessica Trybus
- Mike Wojewodka
- Gwen Ross
- Acting Secretary Rick Siger
- Dorenda Hamarlund for Acting Secretary Laurel Harry
- Commissioner Robert Harvie, Jr.
- Sara Gligora for Secretary Russel Redding
- Hoa Pham for Acting Secretary Val Arkoosh
- David Miles for Acting Secretary Jason Kavulich
- Jennifer Pyc for Representative Melissa Shusterman

Committee Chairs:

- Chair John "Ski" Sygielski, Industry Partnership & Employer Engagement Committee
- Chair Richard Bloomingdale, Career Pathways & Apprenticeship Committee
- Chair Chekemma Fulmore-Townsend, Youth Committee
- Chair Jeffrey Abramowitz, Reentry Ad Hoc Committee
- Chair Matt Yarnell, Healthcare Workforce Ad Hoc Committee
- Chair Sarah Hollister, One-Stop Service Delivery System Committee
- James Martini for Chair Brian Funkhouser, Continuous Improvement Committee

Staff: Executive Director James Martini, Deputy Director Josh Towzey, Mary Dougherty, Michelle Lengel, Rick Levis

Chair's Updates

Chair Brown sought a motion to approve the November 15, 2022 meeting minutes.

MOTION: Matt Yarnell made the motion. Richard Bloomingdale seconded the motion. The motion passed unanimously.

New Staff Introduction

Chair Brown introduced Mary Dougherty as a Policy Coordinator with the Workforce Development Board. Mary offered remarks indicating her gratitude for serving on the Board's staff and her excitement to carry the work forward.

Agency Official Introductions

Chair Brown indicated that Pennsylvania has experienced a smooth transition of power in democracy with the new Governor and elected officials that he took some time to introduce.

- **Akbar Hossain, Secretary of Policy and Planning:** Secretary Hossain began by thanking the Board for their commitment to the Governor and the Commonwealth. He noted that workforce development has been and will continue to be a priority for the Governor, with the Board's work helping to define the trajectory of important workforce-related issues. Secretary Hossain mentioned that the Governor and himself are looking forward to finding solutions to workforce challenges by serving on the Board and thanked them for all their work.
- **Nancy Walker, Acting Secretary of Labor and Industry:** James Martini offered remarks in place of Secretary Walker. He noted that she sent her apologies for not being able to join the meeting but that she looks forward to meeting with the group at the May quarterly meeting.
- **Ryan Hyde, Executive Director of the Office of Vocational Rehabilitation:** Mr. Hyde offered some updates from OVR, beginning with their My Works Program that will run again this summer. Between 300-400 students with disabilities will be offered paid work-based learning experiences throughout the commonwealth. He noted listeners may reach out to him if they are interested in learning more about the program or are interested in hosting a work site. OVR is also implementing two summer academies this year at Penn State, one for students who are deaf and hard of hearing and another for those that are blind and visually impaired. Mr. Hyde mentioned that these academies assist students with disabilities transitioning from high school to college, as they give insight into college life, how to request accommodations, working with professors, and using technology. He noted that the Commonwealth Summer Internship Program will be expanded this year, with 30 interns from colleges working in Philadelphia, Pittsburgh, Johnstown, and Harrisburg. OVR continues to focus on getting referral and staffing numbers back up to pre-pandemic numbers. He also noted that OVR recently partnered with Mathematica to develop a grant to enhance the number of people with disabilities participating in the Job Corps Program.

- **Rick Siger, Acting Secretary of Community and Economic Development:** Acting Secretary Siger opened with expressing his excitement to join the team around the key issue of workforce development that impacts Pennsylvania's and local economies. He noted that he would have to leave the call early, but would be represented by Gwen Ross.
- **Dr. Khalid Mumin, Acting Secretary of Education:** Dr. Mumin thanked the Board for allowing him to be part of the meeting and the work moving forward. He noted that PDE is already a liaison to workforce development and he looks forward to making the work even more seamless and connected with the Shapiro Administration. Dr. Mumin referenced the Governor's clear passion around workforce development, with education playing a key role. PDE is looking at cultivating and motivating untapped potential within the Commonwealth as they work side by side with the Board to build a stronger workforce.
- **Valerie Arkoosh, Acting Secretary of Human Services:** Hoa Pham offered remarks in place of Secretary Arkoosh that sent her regrets for not being able to join the meeting. She noted that they are looking forward to connecting with the board members in the months to come to continue the work.
- **Russell Redding, Secretary of Agriculture:** Sara Gligora, Special Assistant for Workforce Development at Agriculture, offered remarks in place of Secretary Redding. She noted that they are excited to have Secretary Redding back with the Department to continue all of the great work around apprenticeship, other training opportunities, and workforce development in general.
- **Jason Kavulich, Acting Secretary of Aging:** David Miles, Program Manager at the Department of Aging, offered remarks in place of Acting Secretary Kavulich. He noted that they are looking forward to working with the Board and in partnering however they can.
- **Laurel Harry, Acting Secretary of Corrections:** Secretary Harry began by thanking the Board for welcoming her, as she has served in the Department of Corrections for 24 years. She looks forward to furthering the great work of the Board. She then turned it over to Dorenda Hamarlund, the workforce development specialist with the Department of Corrections. Dorenda noted that their team is excited to continue the partnership with other state agencies, community partners, and the Board. She also indicated the Corrections is looking to expand vocational services in state correctional institutions in the coming years.

Workforce Development Board Committee Updates

- **Career Pathways and Apprenticeship Committee, Chair Richard Bloomingdale**
Chair Bloomingdale turned it over to James Martini to offer the update. James noted that they have heard that apprenticeships are important to the new Governor and Administration, so the committee looks forward to working with the new Administration to increase those opportunities for all Pennsylvanians.
- **Youth Committee, Chair Chekemma Fulmore-Townsend**
James Martini offered an update on behalf of Chekemma Fulmore-Townsend, noting that the Youth committee has been looking to find ways to implement a validation mechanism for individuals learning STEM credentials in their schools and how to signify school districts that are high functioning STEM teaching institutions. Mr. Martini also mentioned that the committee included their 2023 priorities in the briefing book for reference. Chair Fulmore-Townsend later shared that one of the biggest challenges for employers is finding, attracting, and retaining talent, so the Youth committee has been focused on preparing the next generation of talent and coordinating a seamless integration of the systems involved. She mentioned that the committee's research and evidence shows that their programs are being successful and they have made some recommendations to further improve the research and evaluation methods. The committee has looked at STEM engagement and what needs to happen inside and outside the classroom for programs to connect with the STEM-based field in order to prepare a more equitable

education for young people. The committee has also been considering the new high school graduation standards and what it means for the system to support students holistically as they prepare for future careers. Chair Fulmore-Townsend noted that a summary of the committee's recommendations is in the briefing book, with one of the themes being holistic and inclusive support for a population that has endured a pandemic and developed resiliency but also set backs in mental health and learning delays.

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

Chair Yarnell noted that the committee has been focused on skills nursing facilities given the impact of COVID on the direct care workforce. The committee has advocated on behalf of the facilities and developed recommendations to lift wages to a livable wage. Chair Yarnell indicated that the briefing book includes a CAN dashboard that captures the number of certified nursing assistance working across the state, those that are going through CNA training and testing programs, as well as the passing rate. Chair Yarnell noted that the dashboard indicates a real CNA staffing crisis. He also mentioned that the committee has also been looking at ways they can be more publicly visible around career pathways for healthcare workers. This will include an analysis of best practices on workforce strategies to address the nursing and direct care staff shortage. In the next year, the committee hopes to convene around all sorts of healthcare sectors so they can work with other departments to bring more training opportunities to those pursuing a health care career. Chair Yarnell concluded by noting the committee's eagerness to enter into this new year with a broader scope of addressing the healthcare workforce crisis as it relates to all different kinds of healthcare.

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

Chair Sygielski began by welcoming the new Administration and thanking Chair Brown and Executive Director James Martini who have done a great job in navigating the Board. The committee spent 2022 talking to five industry sectors to better understand their landscape and how state government can serve as a resource to them. Chair Sygielski noted that the common theme that appeared was how the state can help them focus on attracting and retaining talent, with some ideas to address this in the briefing book. Chair Sygielski offered kudos to James Martini and the Department of Labor and Industry for finding ways to deliver on the state's intention to better serve employers and their workers.

- **One-Stop Service Delivery System Committee, Chair Sarah Hollister**

Chair Hollister noted that the One-Stop committee is one of the newer committees on the board and they have spent the past two years thinking about how to bring alignment between the various departments and initiatives proposed by the committee. She also indicated that there has been a focus on supporting the practitioners on the ground who are doing the work and career advising for customers and employers. Chair Hollister pointed to the recommendations update included in the briefing book and how the committee is entering 2023 thinking about the customer service abilities of the one stop systems. They are also focused on integrating with the many systems across the Commonwealth for a coordinated effort.

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

James Martini offered remarks in place of Chair Funkhouser, starting with the digital intake project that committee has been working on in collaboration with L&I and other partner agencies. The goal of the project is to have one intake system for all 62 comprehensive PA CareerLink® offices around the commonwealth. The project team intends to modernize the intake process for customers, ensure that consistent information is collected from folks, and increase the efficiency and ease of connecting customers to services. James also noted that the updated Pennsylvania Workforce Development Act required the Board to advise the Governor on membership for all local workforce development board partners. After consultation with local boards and workforce partners, the committee decided to not

recommend additional requirements for members, but to leave the option open for local boards and chief elected officials to add additional members of their own. James noted the reasoning for this as allowing the local boards to fulfill their duties without overly burdening them with compliance issues.

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

Chair Abramowitz noted that the reentry committee has been moving forward with robust initiatives they are recommending to the Board once the new administration has a chance to review. The three recommended initiatives to support returning citizens are outlined in the briefing book. Chair Abramowitz mentioned that the committee's web pages are linked to the PA Workforce Development Board's webpage to provide resources to employers in Pennsylvania. The committee is also targeting the upcoming Digital Equity Act that will have a real impact on those in correctional settings and returning to the community. Chair Abramowitz noted the committee's eagerness in working with the new administration and pushing these initiatives forward in a timely manner considering the urgency of the issues at hand.

Chair Brown recognized the upcoming retirement of Pat Eiding, to which Mr. Eiding noted his appreciation for those that attended his reception.

Workforce Development Board Member Updates

- **Denise Andahazy, Chief Human Resources Officer for IG Design Group**

Ms. Andahazy introduced herself from the IG Design Group, which is a global manufacturer and distributor of consumer products with over 3,000 employees worldwide. They employ 700 individuals in Northeast Pennsylvania, most of which are in manufacturing and distribution roles. She noted that the health and well-being of their employees is a critical component of her job, as is the ability to attract and retain talent in their organization. Ms. Andahazy indicated that being a member of the Board and the Continuous Improvement Committee has allowed her to provide the employer perspective in how the state workforce development system can support employers and the challenges they face. Moving forward, she would like to see the Board continue to help address skill gaps and labor shortages in manufacturing, especially in rural areas. It can range from supporting continued funding of web net for training needs to increasing funding for apprenticeship programs to help build the talent employers need, which the Governor is supportive of. She also indicated that reentry programs are important to develop to support workers not only in cities, but rural areas as well that becomes challenging with transportation and housing. While many jobs may be available, the infrastructure needs established to support the workforce in rural Pennsylvania. She noted that it is critical to find more ways to get high schoolers excited about careers in manufacturing by engaging at the high school level. She thanked the Board for the opportunity to share and offer her employer perspective in the work.

- **Timothy Bean, CFO and Managing Partner of Control Chief Corporation**

Mr. Bean began by noting that his organization has approximately 47 employees and they manufacture wireless remote controls and work with forestry and railroad systems throughout North America. After 5 years serving on the Board, Mr. Bean continues to be impressed with the passion and energy shown in developing solutions to those entering the workforce and advancing in careers through skill development. He noted that as a business owner and employer, he has seen great challenges in employment disruptions, a shrinking workforce, and fewer potential employees applying or having pre-pandemic expectations concerning employment. Mr. Bean explained that his organization has been accepting less new recruits as they increase their internal training to ensure their workplace culture is customer focused. They are also

focused on increasing an emphasis on soft skills training and work ethic in the K-12 school system. He remarked that there needs to be more education and awareness of support to employers as they are adapting to the changing workplace, such as hiring an employee with potential rather than waiting for an ideal candidate. He referenced that the University of Pittsburgh at Bradford just completed their new engineering and tech facility that is loaded with the newest technology and equipment to provide hands-on learning opportunities for students studying mechanical and IT engineering. Mr. Bean and his team has found this to be an invaluable financial investment for their company, especially in rural Pennsylvania.

- **Wendie Dimatteo-Holsinger, CEO at Ask Foods**

Ms. DiMatteo-Holsinger introduced herself as CEO of Ask Foods, located in Hershey, Pennsylvania. She noted that they have two manufacturing facilities that are USDA facilities. They produce ready to eat products, frozen products, and private label a lot for grocery chains on the east coast, shipping into about 24 stores with about 180 employees working at Ask Foods. Last year, Ms. Holsinger and her team did a deep dive into some of the recruiting efforts to understand applicant concerns. They found that employee and new recruit concerns included childcare, especially for single parents to be able to afford the escalating cost of care for multiple children. She noted that they have used the workforce support grants to support the availability of childcare so it does not disincentivize individuals to enter the work force or move up in their career. She recommended that the Board continues to address childcare issues. She mentioned that Lebanon County has a very low unemployment rate with many job openings, yet a high rate of people who have not reentered the workforce over the last three years. Ms. Holsinger also thinks the Board should focus on how to get nontraditional workers trained and into open positions. She noted that there could be more aggressive WIB measurements along with best practices to ensure continued success.

- **Nicholas Gilson, CEO of Gilson Snow**

Mr. Gilson introduced himself as the CEO of Gilson Snow, a snowboarding manufacturer in rural PA that ships all over the world. He previously served in a middle school in which his company was launched, making the case for engaging early child development in driving careers. Mr. Gilson stated that employment is not only about a paycheck, but excitement for the future, a sense of purpose, building connections, and mental health. He noted his excitement for the Board's opportunity to increase the jobs that pay in historically underserved rural areas.

- **Gerardo Interiano, Center for Automotive Research**

Mr. Interiano opened by thanking the Board for having him and welcoming the Secretaries in attendance. He noted that he works for a self-driving car company based in Pittsburgh with about 800 employees. His company has been working with Pittsburgh Technical College on a jobs program to consider training needs for the jobs of the future.

- **Commissioner Robert Harvie, Chair of the Commissioners in Bucks County**

Commissioner Harvie noted that prior to serving as a commissioner, he was a high school social studies teacher for 26 years at Bucks County Technical School. His experience led him to become aware of the amount of young people that exited school without a plan for the future or an awareness of the resources available. Comm. Harvie indicated that as he matured in his career, he increased his emphasis on the wide variety of career pathways beyond higher education. He noted that more focus needs to be placed on helping young people match their skills with their interests, including changing the overall perspective and stigma on technical work. Comm. Harvie has worked with students that went on to college and became electrical engineers along with those that went into the unions and bought their first home at a young age with no debt. He recommended that institutions need to be connected to educate students about how to maximize their skills, interests, and resources to live their best life.

Other Comments

- **Sarah Hollister, Director of Education Policy and Strategic Initiatives in Philadelphia**

Ms. Hollister began by noting that she works in the city of Philadelphia's Office of Children and Families, with extensive experience in the education and workforce sectors. She noted that silo busting is one of the most valuable things to address in government, as it affects education and workforce systems alike. She offered technology as a tool to be leveraged in connecting individuals to helpful programs and benefits and also recommended that the Board focus on investing in the practitioners on the ground, from schools to local boards and PA CareerLinks®. Customers experience better outcomes when the practitioners are equipped with the tools and emotional supports to do their work. Ms. Hollister also noted that improvements can be made to emphasize and support the good work that is already being done in communities across Pennsylvania, whether it be through contracts or streamlining navigation through systems.

- **Richard Bloomingdale, Chair of Career Pathways and Apprenticeship Committee**

Mr. Bloomingdale added to the discussion that he appreciates the Board's diverse representation from different industries in Pennsylvania, including skiing and snowboarding manufacturing. He mentioned Governor Shapiro's effort to allow those without college degrees to fill positions that their skills make them competent for. He affirmed apprenticeships as a tool to get individuals into well-paying careers with benefits and minimal to no debt. Mr. Bloomingdale also noted that there are great opportunities to expand the apprenticeship model into the healthcare sector and other high demand fields.

- **Pat Eiding**

Mr. Eiding noted that students need to be educated and prepared for a variety of career pathways. He referenced the First Bid Program in Philadelphia that transitioned students into apprenticeship programs that ended up dropping out because of insufficient reading levels or lack of other basic education. By reaching students earlier and working closely with the schools, Mr. Eiding said that outcomes can be improved in cognitive competency that is necessary to succeed in any career.

- **Representative Ryan Mackenzie**

Representative Mackenzie introduced himself as the Republican Chair for the House Labor Committee. He noted that he looks forward to working with the new administration and senate on topics affecting the workforce. Rep. Mackenzie stated that it is important to have steady, reliable funding for workforce development programs and that these programs need to be offered to students early on in their education before they start thinking about careers. He emphasized his intention to work with the new administration to brainstorm more steady, sustainable, and reliable funding to build into the budget or tax credit programs. He indicated that bringing awareness of workforce programs into the schools is inconsistent across the state, as East Penn has fantastic internship programs and is a leader for STEM fields, while it may not be the case for other districts. He would like to work with PDE to integrate best practices into curriculums across the state.

Public Comments

- **Austin Cawley, Director of Leading Age PA**

Mr. Cawley began by thanking the Board for the great work that they do. He noted that Leading Age represents 370 service providers in the state and has witnessed the impact of the pandemic on the present workforce crisis. He mentioned that a major priority for Leading Age is to create career ladders and multiple

pathways to recruit and retain long-term care employees. He also noted his support of securing sustainable funding to meet workforce needs, as mentioned by Representative Mackenzie.

- **Carrie Amann, Executive Director of the Pennsylvania Workforce Development Association (PWDA)**

Ms. Amann began by mentioning her excitement about the Governor's priority of workforce development. She noted her appreciation of the partnership with the Board and various agencies, as PWDA addresses workforce issues with a number of workforce boards, service providers, community colleges, career technical centers, and others. Ms. Amann applauded the Board's high functioning nature and hopes to hear about innovations around career technical education, sector strategies, and apprenticeships. She noted Pennsylvania as a lead in registered apprenticeships with opportunities to expand youth apprenticeships and indicated that the labor shortage exacerbated by the pandemic and aging population has projections to last for years to come. However, data processes need to be improved so workforce boards can work towards evidence-based programs and informed outcomes. She noted that innovation and flexibility are the keys to eliminating silos and driving new results. While agility can be exercised at the state level, Ms. Amann emphasized that it needs to be incentivized at the local level with workforce boards and their partners. She extended the invitation to participate in PWDA's annual conference in May that involves workshops and networking that reveals the impact that Pennsylvania's Workforce Development system has.

Chair Brown welcomed any further public comments to be shared with James Martini that can circulate the feedback to the Board.

Final Remarks and Adjournment

Chair Brown noted that the Board will reconvene to engage in planning for the future, so individuals with input to be considered can share it with the Board. He discussed the great work that has been accomplished in the last eight years that the next eight years can entail with tapped opportunity.

MOTION: Terry Wilttrout made a motion to adjourn. John "Ski" Sygielski made a second. The meeting was adjourned.

Quarterly Meeting Agency Update

Pennsylvania Department of Labor and Industry

May 24, 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

The 2022-23 school year is the first graduating class with the ability to consider pre-apprenticeship as a fulfillment for **graduation requirements**, due to **Act 158**: Alternative Pathways to Graduation. This has led to an influx in high-school student serving programs.

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

- The PAsmart **Supporting Broadband Infrastructure through Registered Apprenticeships and Pre-Apprenticeships** initiative providing approximately \$800,000 to support **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 diversity the talent pipeline and meet industry needs. The Notice of Grant Availability (NGA) for this initiative is was released in April and **the application deadline for the grant is Monday, June 12, 2023 by 5:00 PM ET.**
- **The Creating Nursing Pathways in Pennsylvania through Apprenticeships** grant opportunity provides approximately \$1,000,000 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 application deadline passed on May 10, 2023.
- **The Increasing Diversity, Equity and Inclusion in the Building and Construction Trades through Apprenticeships and Pre-Apprenticeships** initiative makes funding available to organizations to align, expand and diversify 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 application deadline passed on April 23, 2023.
- To address the significant teacher shortage in Pennsylvania, **the Building and Supporting a Certified Teacher Registered Apprenticeship Program in Pennsylvania** initiative makes up to \$500,000 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 is Thursday, June 1, 2023, by 4:00 PM ET.**

- 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 applied for \$1.2 million in **State Apprenticeship Expansion Formula** funding from USDOL, with plans to use this funding 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: 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 are expected to begin in the quarter starting April 2023.

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

Outreach Engagement

- The UI Claimant Reengagement Campaign aims to support the state and local areas to provide awareness from the highest tier to reconnect with the PA workforce post-pandemic. BWPO and L&I's Press Office will focus on individuals who are unemployed or interested in employment services to advance in their current careers. A combination of direct outreach, media coverage, and community events surrounding Labor Day will connect the approximately 380,000 unemployment claimants to employment opportunities and resources to address barriers to employment.
- The Department of Labor and Industry was recently accepted into the U.S. Department of Labor's Job Quality Academy aimed at helping the workforce system focus on enhancing good jobs and opportunities for workers. Over the next several months, Pennsylvania state and industry leaders will collaborate with national experts to implement best practices for struggling industries to enhance job quality and recruit and retain more workers.

Programs and Operations

- **SkillUp™ PA** - SkillUp™ PA is expanding to support justice impacted individuals reentering the community.
- **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.
- **Schools to Work:** Since 2021, the Pennsylvania Department of Labor & Industry (L&I) has awarded **\$8.2 million** in Schools-to-Work program grant funding to continue fostering **partnerships**

between schools, employers, organizations, and associations that lead to **career pathways for students**.

	Grant Amount	Period of Performance	Number of Projects	Participants Served
Round 1	\$2,846,131.00	June 1, 2021 – December 31, 2023	12	1,015
Round 2	\$2,851,554.00	July 1, 2022 – December 31, 2024	12	359
Round 3	\$2,540,516.39	June 1, 2023 – May 30, 2025	-	-

Administrative and Grant Updates

- The Statewide Layoff Aversion Program (SLAP)** grant offered \$6,000,000 in funding to be structured as \$2,000,000 for the first year with the option of \$2,000,000 per year for up to two additional years. L&I will advance rapid response services through the competitive award of a grant to provide layoff aversion activities to stabilize, restructure, turn-around or attract buyers for at-risk businesses. **The application deadline for the Statewide Layoff Aversion Program (SLAP) Grant passed on Monday, April 3, 2023.**
- The Digital Literacy and Workforce Development Round 4** grant offers approximately \$900,000 in funding to include awards of up to \$45,000 per project. This will be focused on supporting existing Round 2 Digital Literacy projects (period of performance from May 1, 2022 to July 31, 2023) to allow the department to address a critical workforce barrier to those seeking employment. **The application deadline for is Friday, June 9, 2023 by 4:00 PM 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.
- Policy on Policies (Summer 2023)**
 In the interest of improving clarity, consistency, presentation, and publication of L&I workforce system policy, the Pennsylvania Department of Labor & Industry (L&I) Bureau of Workforce development Administration (BWDA) has written and is introducing a policy on policies. In partnership with staff to the Pennsylvania Workforce Development Board, the L&I Office of Chief Counsel, L&I Policy Office, other state agencies and the Governor’s Policy Office, this is the first time L&I has drafted a document governing policy writing and policy life cycle. This document establishes a collaborative process through which workforce system partners will engage one another to write and publish policy, drawing upon the expertise of colleagues – state agencies, state/local workforce development boards, stakeholder groups, professional associations, and others. By articulating Pennsylvania’s workforce system policy-writing processes in three documents – a policy, a procedure guide, and a style manual – BWDA and its partners are documenting reliable, repeatable methods emphasizing good communication, earnest partnership, and a collective commitment to a workforce development system that prepares job seekers for the global, knowledge-based workplace. The policy, procedure guide, and style manual have been reviewed and accepted as final by the deputy secretary for

workforce development, the L&I Office of Chief Counsel, the L&I Policy Office, and the Governor's Policy Office.

Center for Workforce Information and Analysis (CWIA)

CWIA is increasingly focused on interagency data sharing by entering into an agreement with the Department of Corrections (DOC). Under the agreement, CWIA will provide DOC with employment records of formerly incarcerated individuals to assist in the evaluation correctional programming, policy and reentry initiatives.

Quarterly Meeting Agency Update

PA Office of Vocational Rehabilitation (OVR)

May 24, 2023

EMPLOYMENT OUTCOME STATISTICS

The following employment outcomes were achieved as of May 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	4,137	74%
BBVS VR Program	372	165	44%

SUMMER YOUTH PROGRAMS

Summer Internship Programs

OVR, in collaboration with OA, is continuing our 10-week Commonwealth Employment Summer Internship Program for college students with disabilities. OVR and OA are actively working on interviews and hiring for this summer and aim to have students work at state agencies within the Harrisburg, Johnstown, Philadelphia, and Pittsburgh regions. OVR is collaborating with our Workforce partners to share and support internship opportunities with various PA CareerLinks this summer.

OVR and several Centers for Independent Living (CIL)s across the state will be providing internships for OVR sponsored college students. By offering a paid internship our customers are able to learn the skills necessary to compete for permanent positions after graduation.

OVR is also partnering with UniqueSource to offer summer internships in various fields including accounting, data analysis, human resources, photography/videography, and program coordination.

MY Work (MY = Municipalities + Youth) - is an OVR-funded summer jobs program in which OVR partners with local municipalities, non-profits, and Community Rehabilitation Providers (CRP) to create summer jobs that help connect students with disabilities to jobs within their local communities. 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. This summer OVR anticipates having over 550 students participate in the MY Work program. If you are interested in becoming a Work Based Learning Experience site, please reach out to Dana McKinney at danmckinne@pa.gov.

Summer Academies

OVR in collaboration with the Office of Deaf and Hard of Hearing (ODHH) will be offering the Summer Academy for students who are deaf or hard of hearing at Penn State main campus this summer. The intent of the program is to ensure that students who are deaf or hard of hearing are able to successfully transition from secondary to post-secondary education. Activities will include asking for accommodations, working with professors and school personnel, using technology, note taking and study skills, living with a roommate, and self-advocacy.

OVR's Bureau of Blindness and Visual Services will be offering a Summer Academy for students who are blind or visually impaired at Penn State main campus this summer. The intent of this program is to ensure

that students who are blind or visually impaired are able to successfully transition from secondary to post-secondary education. This summer academy will focus on Assistive Technology, Braille/Note taking, and white cane travel. Activities will include 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 will be sponsoring an American Sign Language (ASL) work crew this summer as well as other students with disabilities across the commonwealth 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.

RAPID ENGAGEMENT INITIATIVE

As part of the ongoing Rapid Engagement Initiative, OVR updated its referral and application procedures to allow for a more efficient way for customers to apply for services and begin receiving services under an Individualized Plan for Employment (IPE). Additional case management process changes occurred to streamline eligibility and Order of Selection (OOS) determination further. OVR leadership continues to build upon this initiative with additional CWDS process changes to streamline the Comprehensive Assessment and IPE. These changes are anticipated to go live in Fall 2023.

CAREERLINK ACCESSIBILITY REVIEWS

Leadership and staff from OVR, Office of Equal Opportunity (OEO), and Workforce are continuing with this project until all reviews have been completed. All comprehensive PA CareerLink locations across the Commonwealth have been reviewed, and OVR is now working to complete the smaller affiliate locations. Efforts continue to resolve issues that have been identified and staff at each of the local WDBs will soon be making these reviews a regular part of their oversight responsibilities. Finally, OEO staff will continue to conduct their official review of the Public Workforce System as it relates to ADA accessibility.

PROJECT INVEST

The InVEST Project awarded from the Disability Innovation Fund - Subminimum Wage to Competitive Integrated Employment (SWTCIE) grant - is in its first year of funding. An MOU has been signed by OVR and the Office of Developmental Programs (ODP) to fund grant activities targeted on the engagement of project participants and their families using a supported decision-making framework. An updated Request for Proposals (RFP) is under development to solicit proposals to provide Service/Resource Coordination and Employment Supports targeted to assist project participants in moving from subminimum wage to competitive integrated employment (CIE). The RFP is expected to be fully executed by August 31, 2023. The Project Director is working to identify potential business partners to host the InVEST Project and hire project participants. A plan to partner with local OVR Business Services Representatives is being implemented. On-the-Job Training (OJT) contracts will be made available for 100% wage reimbursement over the first year of each participant's employment.

If you would like more information on this unique opportunity or are an employer in either of these fields, please reach out to Dana Barone, Project Invest Coordinator, at dbarone@pa.gov.

HIRAM G. ANDREWS CENTER (HGAC)

Effective January 1, 2023, CTI and Mount Aloysius College entered into an Articulation Agreement whereby graduates of CTI's Networking Technology program may apply and be awarded 61 credits. This is an exciting partnership providing graduates with the opportunity to advance CTI's Associate in Specialized Technology Degree toward Mount Aloysius College's Bachelor of Science in Information Technology.



New outreach with potential employer and agency partners include Seven Springs Resort, Rockwood Park, City of Johnstown, GapVax and FNB Bank.

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 Doug Rand, OVR Business Services & Outreach Division Chief, at dorand@pa.gov so that we can work to meet your needs.

Quarterly Meeting Agency Update

Pennsylvania Department of Education

May 24, 2023

Educator Workforce

Recruiting and retaining teachers is a top priority, beginning with PDE's [educator workforce strategy](#) released last year. Governor Shapiro's income tax incentive program would build on these efforts by providing an annual income tax incentive for newly certified educators of up to \$2,500 for three years.

- On March 10, PDE announced that schools can apply to offer new programs to prepare students for careers in education. This [program offering](#) aligns curriculum and standards for teacher training programs to federal guidelines and opens up new federal funding opportunities to schools that offer this career pathway.
- On May 1, PDE announced that [\\$1.5 million in grant funding was awarded](#) to 15 universities that partner with school districts to fast-track individuals pursuing certification as a special education teacher.

Career and Technical Education (CTE)

While today's cooperative education programs have evolved in practice since the teaching method emerged, the goal of providing students with a work-based learning experience and preparing them to meet workforce needs remains the same. PDE has released several guides to assist schools:

- [Best Practices in Cooperative Education](#)
- [Pennsylvania's Employer Guide to Cooperative Education](#)
- [Prohibited Occupations Under the Child Labor Act](#)
- [Sample Training Agreement for Cooperative Education - PDE-4555](#)
- [Sample Training Plan for Cooperative Education - PDE-4617](#)
- [Effective Practices for Occupational Advisory Committees](#)

Career Ready PA Coalition

The Career Ready PA Coalition's 2023 sessions featured best practices from St. Marys Area School District, Albright College and Total Experience Learning, and STEM partnerships from STEM Coding Lab and the Pittsburgh Technology Council and Fortyx80. Each partnership highlighted the STEM industry and careers, as well as career and work-based learning opportunities for learners through collaborative partnerships.

Title II Adult Education

PDE Title II staff and contracted leadership projects continued their work with PA Department of Labor and Industry (L&I) staff to develop online modules to support co-enrollment and collaboration among the WIOA programs in the state. The team is currently creating the second module in the series, which focuses on best practices for customers who are co-enrolled in WIOA core programs. The new module to be available later in 2023.

Digital Skills

PDE continues to meet and share knowledge with the Pennsylvania Broadband Development Authority. Information about digital skills and a map of training providers is at <https://data.pa.gov/stories/s/bry2-xj2e>. This map serves as a resource for all Pennsylvanians to find classes and trainings to improve adult digital skills.

Libraries

Discussions have begun on a collaborative effort engaging libraries and PBS affiliate WQED in a workforce project coordinated by the Mt. Lebanon Community Library. POWER Library's [Job Resources page](#) has been updated. Many new ebooks relevant to workforce have been added to EBSCO ebooks. See the list of available new [titles](#).

Academic Standards

The state Board of Education is reviewing the academic standards for *Career Education and Work*, *Economics*, and *Family and Consumer Sciences*. Content teams began their review process in February and are reviewing the standards with a focus on whether the existing standards adequately address skills and competencies related to financial literacy. Public hearings will be held in the fall to solicit broader stakeholder input on the standards.

STEM/Computer Science

This April, Pennsylvania was accepted into an interstate alliance called Expanding Computing Education Pathways, or ECEP. As one of 30 member states and territories, Pennsylvania will share strategies to broaden participation in computer science education by identifying and addressing the policies, pathways, and practices in state education systems that are barriers to diverse student engagement and success.

Quarterly Meeting Agency Update

Department of Human Services

May 23, 2023

Child care Workforce Support

Update: ARPA and the Office of Child Development and Early Learning: \$728,864,000 in ARPA Stabilization funding used as follows: \$628.6 million for provider stabilization grants; \$94.2 million for provider workforce support grants; and \$6 million for administrative support to Early Learning Resource Centers. ARPA Stabilization funding is 99.9% spent with just \$228 remaining.

\$455,710,940 in ARPA Discretionary funding of which \$430.7 million is designated to support increase to and maintenance of subsidized child care at a 60th percentile floor; reduction in family co-payments from 3-11% to 3-7% up to 235% FPIG; and a 25% add-on for providers serving children in non-traditional care. The remaining \$25 million is being used to support various projects and positions through OCDEL's business partners. All ARPA Discretionary funds must be spent by September 30, 2024.

Act 54 of 2022 (COVID 19)/ARPA: \$90 million of ARPA funds of which \$89.2 million was distributed to eligible DHS-certified child care providers for staff retention and recruitment purposes.

Professional Development Organizations (PDOs) are implementing a coordinated multi-agency early childhood education recruitment strategy targeting soon-to-be entry level workers. High school students accepted must demonstrate college readiness and commit to entering the early childhood field upon graduation. Students have family support and acknowledge the need to work 25+ hrs/wk at eligible, high-need programs to continue with a PDO-funded opportunity to complete the AA degree.

Shippensburg University is hub for the dual enrollment project in the PASSHE PDO. The 22-23 program year includes Northwest, Southwest, and Northeast Regions, and is now serving 128 HS students in 18 schools. The increase reflects 13 more schools since project inception and a 59% increase in program service capacity.

Success for PA Learners (SPEL)-Professional Development Grant: Pennsylvania was awarded an OSEP-funded State Professional Development Grant, "*Success for PA Early Learners (SPEL)*" that will bring in \$8.3 million dollars over five years to help programs with the effects of COVID-19 on our most vulnerable early learners at-risk for or identified with a developmental disability.

SPEL's goals is to create a comprehensive system of personnel development, training, coaching supports resulting in improved family, staff, and provider skills in routine-based embedded instruction, family and school engagement, literacy, and transition.

Healthy Minds App: OCDEL has funded a 2-year subscription for Early Childhood providers (including Early Intervention and Family Supports). While everyone has felt the impact of the pandemic, OCDEL knows the importance of supporting the mental well-being of our ECE professionals who are working with PA's youngest learners.

Office of Income Maintenance

Ending temporary policies related to the federal Public Health Emergency (PHE): SNAP

SNAP Work Requirements: Pennsylvania is currently covered under both a statewide waiver and a temporary partial suspension of work requirements for certain SNAP recipients known as Able Bodies Adults Without Disabilities (ABAWDs). The temporary partial suspension is nationwide due to the federal PHE and will phase out in the coming months. PA is also under a statewide waiver from ABAWD time limits through 9/30/2023. DHS will share an update with workforce partners in the coming months regarding the status of work requirements for SNAP ABAWDs after 9/30/2023.

SNAP Eligibility for Students: Student hunger on college campuses is a pressing issue. The Government Accountability Office has found that 57% of college students who are likely eligible for SNAP benefits do not receive them. During the PHE, students were able to receive SNAP if they had an expected family contribution of \$0 or if they were eligible to participate in a work study. Those exemptions will be phased out on 6/10/2023 for new applicants and on the first renewal on or after 7/1/2023 for individuals currently receiving the exemption.

Strengthening EARN and Work Ready: DHS is in the process of extending contracts with local workforce development boards and community action agencies to implement our EARN and Work Ready program through 2025. This extension preserves DHS' human-centered program design and streamlines reporting requirements to better align with program priorities, including employment outcomes related to program participant goals and high priority occupations, as well as types of services provided to support job retention.

Also, DHS is rolling out several systems improvements, including enhancements to CWDS 2.0, a near-real time Data Dashboard (target launch: October 2023) and resource portal for program partners.

Connecting Refugees to Job Training and Job Opportunities: DHS' Refugee Resettlement Program (RRP) team continues to respond to ongoing humanitarian crises and the resulting influx of refugees and humanitarian parolees to Pennsylvania, including individuals fleeing the ongoing war in Ukraine and Afghans seeking protection in the USA. BEP continues to seek opportunities to connect our resettlement experts with local workforce boards and education partners who have capacity to provide English-as-a-second language training; translating overseas credentials to the US; and employment opportunities.

State Refugee Coordinator Charlotte Fry presented 'Refugee 101' to the PA SWB Interagency Workgroup on 4/6. DHS is happy to provide this presentation to others upon request. Most current information can be found at <https://www.dhs.pa.gov/refugeesinpa>

DHS Staff and Commonwealth Workforce: Pay scale adjustment and name change for entry-level BJJS positions. The Juvenile Justice Specialist Trainee, Juvenile Justice Specialist and Juvenile Justice Specialist Supervisor classifications were changed from previous titles to better characterize the work done by staff within BJJS facilities for both job seekers and staff. The salary scale was adjusted for the Juvenile Justice Specialist and Juvenile Justice Specialist Supervisor positions. And provisional Hiring for Juvenile Justice Specialist Trainees (JJST) are allowed for BJJS to have JJST start working while waiting for two of the three Child Protective Services Law required background checks. Provisional hiring offered a faster path to employment and effectively compressed the timeframe from date of interview to date of hire.

BJJS is currently running 90-day postings for Trainee and Specialist. Continual postings yield referrals for jobs every 2-3 weeks, which allows the facility to conduct interviews on a regular recurring schedule. Job seekers don't have to wait for a job posting now, there is always a way to apply to BJJS positions.

BJS has contracted for pre-employment physicals to be done at local clinics instead of relying on the availability and willingness of local medical personnel at the facilities.

Partnership with Pennsylvania Western University (PennWest) (NOT exclusive to DHS): 20 percent discount on tuition for PennWest's online undergraduate, master's, and certificate programs for Commonwealth employees.

Pennsylvania State System of Higher Education Scholarship Program (NOT exclusive to DHS): PASSHE Foundation offers scholarships to support the educational aspirations of commonwealth employees and their dependents to attend any PASSHE university; Scholarships up to \$2,000 per academic year are available for full-time students and up to \$1,000 for part-time or non-credit bearing classes.

Quarterly Meeting Agency Update

Department of Community and Economic Development

May 24, 2023

DCED Workforce Development Programming

- **Workforce & Economic Development Network of Pennsylvania (WEDnet):** For FY22-23, WEDnet was funded at \$8 million.
 - **1st Quarter 2023 Training Figures**
 - 9,621 employees trained
 - 399 unique FEINs trained
 - \$3,137,456.63 invoices
- **Manufacturing Training to Career:** For fiscal year 2022-23, Manufacturing Training to Career was awarded \$4.7 million in grant funds. To date in FY22-23, 13 grants have been awarded totaling \$2 million.
 - **Awareness** – Projects supporting the advancement of the manufacturing industry through the engagement of youth or those with barriers to employment in awareness building activities related to career opportunities in manufacturing.
 - **Training** – Projects resulting in short-term work-readiness training that lead to entry-level job placement for individuals with barriers to employment. These projects work collaboratively with local manufacturers to identify and teach missing essential skills for entry level applicants for existing or near future open positions.
- **Pre-Apprentice and Apprenticeship Grant Program:** To date in FY22-23, 18 projects have been awarded funding for a total of \$4.2 million invested in registered pre-apprentice and apprenticeship program. The Pre-Apprentice and Apprenticeship Grant Program (Apprenticeship Program) is a statewide program which offers assistance to registered apprenticeship programs. The program’s goal is to increase apprenticeship availability to Pennsylvania employers to assist them with their talent recruitment and development. Funding is provided to eligible applicants for the purpose of reaching the goal of increasing apprenticeship accessibility across the state. Eligible uses of funds are expenses related to instruction that complements on-the-job learning.
 - In the 2023-2024 state budget, the governor has proposed funding the DCED Pre-Apprentice and Apprenticeship grant program at \$3 million.

Manufacturing Competitiveness Collaborative (formerly known as Pennsylvania Manufacturing Advisory Council): Earlier this month, Team Pennsylvania launched a Manufacturing Competitiveness Cross-Sector Collaborative to continue the work started by the Pennsylvania Manufacturing Advisory Council and the Council’s Manufacturing Competitiveness Playbook, which was released in September 2022. One of the Playbook’s ten recommendations is to institutionalize an industry-led, statewide group that provides a unified voice for manufacturing in public policy, advises the Governor and state legislature on the needs of manufacturers, and works in partnership with state agencies to help manufacturing prosper in Pennsylvania. The Manufacturing Competitiveness Collaborative will play this role in the commonwealth.

Interagency Collaborations:

- **Industry Partnerships (IPs):** DCED continues to partner with L&I on IPs. DCED participates on a monthly Community of Practice calls with the IPs across the commonwealth and monthly partnership calls with individual partnerships.

- **Industry Partnership and Employer Engagement Committee:** DCED is a member of the IP & EE committee. The committee supports two of the current WIOA Combined State Plan Goals, which are:
 - **Sector Strategies and Employer Engagement:** Engage employers and industry clusters through innovative strategies to improve the connection and responsiveness of workforce programs and services to labor market demand, including recruiting, training, and retaining talent.
 - **Continuous Improvement of the Workforce Development System:** Identify and enact system changes and improvements that enhance the collaboration and partnership between agencies and partners in the workforce development system.

- **NGA Workforce Innovation Fund & Workforce Innovation Network:** DCED continues to work with the NGA WIN state team to further the work of the grant, including working with the Office of Administration and the Open data staff to house an interactive map of digital skills training providers. The map can help assist adults find digital skills training.

Quarterly Meeting Agency Update

Department of Agriculture

May 24th, 2023

Agriculture Apprenticeships and Pre-Apprenticeships

- A new Dairy Herds Manager Apprenticeship program has been registered with the Apprenticeship and Training Office.
- There are a total of 8 agricultural related apprenticeship programs and 2 pre-apprenticeship programs registered with Labor and Industry.
- The Department has been working closely with other groups interested in apprenticeship and pre-apprenticeship and is exploring ideas for potential programs in organics, conservation and more.

PA Commission for Agricultural Education Excellence

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

Ag Activities with Local WDBs

- South Central PA Works and the Business Services team at the Juniata and Perry County PACareerLink[®] have been engaging ag employers in their area. The team hosted an Agriculture Employer Listening Session and have since connected with multiple farmers in the area to create paid work experiences for local students over the summer.
- The Tri-County Workforce Investment Board has convened an Agriculture Industry Partnership. The partnership was awarded PAsmart funds which will be used to support training and recruitment and promote agricultural careers.

Collaboration with the Department of Corrections

- The Department collaborated with DOC in March to host a Farm and Forestry Meet and Greet. The event included staff from SCI Rockview's Farm and Forestry Camp, who provided information on the programs they run and how agricultural employers and training providers can get involved and connect with individuals as they are released.

Outreach Events

- From Hooves to Tail- The Chester County Economic Development Council hosted an event at Wyebrook farms that focused on career pathways in butchery.
- Farm City Day at the Bridge Eco-Village- The Department along with the Bridge Eco Village is hosting an event for students from Harrisburg and the surrounding area to come out and experience ag first-hand.
- Farm City Day at Vale Wood Farms- The Department will be hosting an event at Vale Wood Farms a dairy farm in Loretto, PA on May 25th. Students from the area will be invited to tour the dairy barn and dairy processing facility and engage with agriculture stakeholders.
- Staff from the Department have participated in numerous ag related Remake Learning Festival events.

Quarterly Meeting Agency Update

Department of Aging

May 24, 2023

The Department of Aging and the Senior Community Service Program (SCSEP) has just finished the third quarter of the 2022 program year. Currently we are at 90% capacity, having 406 active participants out of 440 total slots. On October 1, the SCSEP program was switched from the SPARQ system for data tracking to the GPMS system of data tracking. There have been some system issues that make tracking the program inaccurate.

In the third 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.

In January, The Department finished the SCSEP Request for Grant Applications (RFGA) for the PA counties that do not operate the SCSEP program through the local Area Agency on Aging. The sub-grant was awarded to the AARP Foundation, and The AARP Foundation has agreed to operate the SCSEP for the 2023-2027 program years, with an option for the Department to extend the agreement through the 2028 program year as well.

SCSEP is the only employment and training program specifically servicing adults 55 years old and older. To find out more about this program, or to find out which organizations operate a SCSEP program in your workforce development are please contact David Miles at davimiles@pa.gov or 717-783-0178.

Quarterly Meeting Agency Update

Department of Corrections

May 24, 2023

Partnerships with Other Agencies

In January 2023, Philadelphia Works reached out to DOC's Workforce Development Specialist to discuss ways to reach reentrants in the Philadelphia area. After initial conversations, a large meeting was held with community DOC reentry staff to develop a plan. The Philadelphia PA CareerLink, Philadelphia Works, Community Reentry Parole Agents (CRPAs) and Manager, and Philadelphia Bureau of Community Corrections (BCC) staff discussed goals and ideas for how to bring PA CareerLink services to reentrants. After the initial meeting, the CRPAs came up with a plan to have individual meetings with their local PA CareerLink staff. In addition, meetings were scheduled for tours and discussions at each of the five (5) Philadelphia area BCC Centers. During March, April, and May the BCC Center meetings were held and a plan was discussed on how to bring the PA CareerLink into the BCC Centers. This will help increase PA CareerLink services used by reentrants and ensure they are getting the necessary services. This is a great collaboration since transportation and obtaining center passes are sometimes a challenge. In the upcoming months, PA Career Link staff will develop a schedule to start PA CareerLink registrations, WIOA services, and workshops in the various BCC centers.

On February 14, 2023, the Workforce Development Specialist was a guest panelist for Lancaster's "Wake Up to the Issues" Roundtable. The roundtable was an opportunity to share the benefits of hiring reentrants to Lancaster employers. During this roundtable, a manager and employee from Flagger Force shared their experience. The employee is a reentrant who shared his success working for Flagger Force the past 6 years. His parole agent was also present to answer any questions employers had. This is the first of many roundtables in Lancaster. Future roundtables will focus on industry sectors in high demand in Lancaster.

On March 10, 2023, in partnership with the Department of Agriculture, the DOC held a virtual "Employer Information Session" that focused on highlighting the work experience inmates receive at SCI Rockview Farm and Forestry Camp. There were more than 40 attendees, including agriculture employers and workforce partners.

On March 23, 2023, the Workforce Development Specialist provided a presentation, hosted by the Central PA Chamber of Commerce, on the benefits of hiring reentrants for those companies in the area. Information was provided to employers on the programs offered to reentrants while incarcerated that make them a great candidate for employment, WOTC benefits, and Federal Bonding.

On April 6, 2023, the Workforce Development Specialist provided a presentation, hosted by Pennsylvania Adult Education Resources, on the programs offered to reentrants while incarcerated that make them a great candidate for employment, WOTC benefits, and Federal Bonding. Attendees were Adult education practitioners, case managers, and partner staff such as prison, workforce development, parole, and drug and alcohol.

Throughout the quarter, the Workforce Development Specialist continues to speak with employers to assist in filling their workforce needs.

Corrections/Parole continues to participate in various Labor & Industry committees on Employment and Reentry.

Reentry Services

Each State Correctional Institution (SCI) has a school, with counselors, principals, and various teachers. In addition, multiple vocational programs are available with nationally accredited certifications. In the recent months, DOC staff reached an agreement with PennDOT to assist inmates in obtaining their CDL permit and/or license prior to release. At this time, DOC is working with PennDOT staff to train DOC staff on the completion of necessary forms and the DOC IT department met with PennDOT IT to implement the computer permit testing. DOC is currently waiting on the computer from PennDOT.

Annually, each State Correctional Institution (SCI) coordinates and hosts a reentry job fair for inmates to participate. This event is generally hosted in the gym, classrooms or other large area within the institution and invites various community partners (employers, community service providers, BCC contractors and other agency representatives) to provide in-person information and presentations to the inmates. This information is vital for successful reentry planning. Every SCI has scheduled an event for 2023.

**Youth Committee
Quarterly Update
May 24, 2023**

Work of the Committee

The committee continues to reflect and plan for continued action to ensure high quality services and strong outcomes for young people.

The committee's two meetings of the quarter were dedicated to learning about all of the services that OVR provides to youth participants and discussing different types of school programming for youth and how effective they are.

Potential action items from convening are below:

- 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

Chekemma Townsend, Chair
Youth Committee

Healthcare Workforce Ad Hoc Committee
Quarterly Update
May 24, 2023

Work of the Committee

The Committee met recently with discussions primarily focused on assessing where the Committee stood with respect to its work on healthcare workforce-related issues, including reflection on past recommendations, while keeping in mind critical issues that the Committee can elevate to the new administration.

Discussion included a recap of the Committee's 12 recommendations made during the period 2018 to 2022, noting the focus on skilled nursing facilities, nursing assistants and direct care workers (e.g., home health aides, personal care aides), and posed how the Committee can continue to press forward on the unresolved issues. Discussion included:

- Recognition that while many employers are doing the best they can with what they have available, the need for better wages at the direct care level cannot be overstated and the workforce shortages, recruitment and retention challenges for these jobs remain everywhere.
- There is still a shortage of over 2,000 certified nursing assistants in nursing facilities alone, as well as shortages of teachers/trainers.
- Need for improvements in the direct care entry-level minimum training standards and for ongoing training after the person is hired, and to promote certification leading to professionalizing the direct care service workers.
- Need for increased job quality for direct care service workers so there is reasonable incentive for people to stay in those jobs, recognizing that while insufficient wages are a critical problem, there are also other major reasons why people leave or will not take these jobs.
- Need to address rural area recruitment and retention challenges for direct care staff, but also for emergency medical services (who are often volunteers) and community health workers. Rural areas also have increased burdens and need for some relief of the exorbitant cost related to traveling nurses.

The Committee will continue to prioritize strategies to address these healthcare - direct care workforce issues as we move forward.

Matthew Yarnell, Chair
Healthcare Workforce Ad Hoc Committee

Continuous Improvement of the PA CareerLink® Committee Meeting Summary

Quarterly Update

May 24, 2023

The Continuous Improvement of the PA CareerLink® Committee focused on several areas during the first quarter of 2023. These include, but are not limited to:

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

On May 17th, the committee received a presentation from Erica Mulberger, Executive Director of Advance Central PA, the Local Workforce Development Board covering the nine-county region in Central Pennsylvania. Highlights from Erica's presentation included:

- Custom-built Mobile PA CareerLink® in 2015 and funded through a Community Partnership Grant from the Department of Labor & Industry.
- Allows services to be delivered in local communities across a 5,000 square mile Workforce Development Area (the largest in Pennsylvania).
- Utilized for initiatives including, but not limited to, business recruitment, job fairs, reentry-related events with state and county correctional facilities, and Rapid Response events.
- ADA accessible, including a wheelchair lift.
- WiFi
- Over 1,000 individuals served through the first 10 months of the 2022-2023 fiscal year.

Erica's full presentation is included in this briefing book.

Brian Funkhouser, Chair
Continuous Improvement Committee

Industry Partnership and Employer Engagement Committee
Quarterly Update
May 24, 2023

Committee Recommendation:

Industry Partnership Goals:

1. Eliminate silos by aligning local, regional, and state education, workforce and economic development initiatives, including state and regional Workforce Innovation and Opportunity Act plans
2. Increase learning and economic opportunities for all Pennsylvania residents (i.e. students, youth and workers) particularly those from underrepresented, under resourced, and underserved communities
3. Increase connections, collaboration, and communication between businesses
4. Explore and implement new approaches taking advantage of opportunities and industry specific solutions
5. Grow targeted industry sectors who could benefit from sector strategies approaches; include businesses that have traditionally been left out of these initiatives, including, but not limited to, small businesses, and minority- and women-owned businesses
6. Identify, develop, and act upon solutions supported by relevant data and information
7. Create a long-lasting system and make best use of available funds/resources
8. Create and implement a strong evaluation plan that meets partnership performance metrics following the PA Workforce Development Board's adopted evidence of effectiveness definition

Industry Partnership are inclusive, innovative, expansive, data informed, sustainable enterprises that perform and meet the needs of local industry.

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

Reentry Ad Hoc Committee
Quarterly Update
May 24, 2023

Committee Recommendations:

Employer Immunity for Hiring Returning Citizens

The Governor, the Auditor General, the Secretary of Labor and Industry, and other leaders have noted that criminal history records impose significant adverse impacts on the breadth, depth and diversity of Pennsylvania's workforce and on the Commonwealth's efforts to make Pennsylvania's workforce globally competitive. Workforce development agencies across the Commonwealth report that it is difficult for well-qualified candidates to find employment appropriate for their skills, education and training simply because of their past history of involvement with the criminal justice system. "Ban the box" laws that punish employers for considering criminal record histories when they shouldn't, and tax incentives for hiring returning citizens, have proven to be ineffective. Employers report that they are reluctant to hire qualified candidates with a criminal history record due to a lack of clarity regarding the employer's risk of liability for such hire and the possibility of having to defend themselves in lawsuit for having made such hire.

Pennsylvania has enacted "Good Samaritan laws" in a variety of settings to protect from lawsuits and liability individuals who volunteer to help others in times of need. In particular, the General Assembly has provided immunity for any organization or individual that is involved in supervising or administering any restitution or community service program approved by the court of common pleas or the Department of Corrections (42 Pa.C.S. § 8340), and for any employer who discloses information about a current or former employee's job performance to a prospective employer of the current or former employee, upon request of the prospective employer or the current or former employee (42 Pa.C.S. § 8340.1). This same immunity should be extended to any employer providing economic opportunity to someone with a criminal record who is qualified for the work.

Recommendation 1:

The Workforce Development Board urges the Governor to consider supporting legislation providing immunity from civil liability for any claim or adverse inference arising out of the decision by an employer to train, employ, promote, contract with, or otherwise engages in its work an individual with a criminal history record, so long as that those activities are not specifically prohibited by a condition of parole, probation, release, regulation, or contract.

Calling on the Department of State to Rethink and Rewrite Proposed Regulations Implementing Act 53 of 2020

IRRC No. 3361 ~ 16A-66 (Consideration of Criminal Convictions)

Recommendation 2:

The Workforce Development Board, being on record since November 2021 as supporting pardons for those who have fully completed their sentences for non-violent crimes and have been arrest-free since then for at least five years, calls on the Department of State to rewrite its proposed regulations

implementing Act 53 of 2020 so that, for such individuals, the presumption (rebuttable) is that their criminal histories are not “directly related” to any occupational license for which they are applying. The Workforce Development Board recommends that the rebuttable presumption be that criminal histories are not directly related to the occupational license, unless the conviction was within 7 years.

Rationale

Criminal records keep people from better jobs, licenses, careers, and incomes long after they have fully served the sentence imposed on them by a judge. In 2020, the General Assembly adopted and the Governor signed Act 53, which substantially reformed the criteria by which occupational licenses could be denied, by eliminating vague criteria like “good moral character” and requiring that criminal convictions be “directly related” to the work. The Department of State has now issued proposed regulations that would create “a rebuttable presumption that licensure of the individual would pose a significant risk to the health and safety of the individual’s patients or clients or a significant risk of further criminal convictions” regardless of how many years ago the crime occurred or whether the individual had fully “repaid their debt to society” by completing the sentence imposed by the judge.

This is not only contrary to past recommendations of this Board, but violates what the Pennsylvania Supreme Court in 1973 found to be

the deeply ingrained public policy of this State to avoid unwarranted stigmatization of and unreasonable restrictions upon former offenders. This State in recent years has been unalterably committed to rehabilitation of those persons who have been convicted of criminal offenses. To forever foreclose a permissible means of gainful employment because of an improvident act in the distant past completely loses sight of any concept of forgiveness for prior errant behavior and adds yet another stumbling block along the difficult road of rehabilitation. *Secy. of Revenue v. John's Vending Corp.*, 453 Pa. 488, 494-5 (Pa. 1973)

The Workforce Development Board joins with others in opposing the creation of a presumption against state occupational licensure simply due to a past conviction, and instead urges the adoption of a presumption that a past conviction is not directly related to a state-licensed job if the conviction was not for a crime of violence and the applicant completed their sentence at least five years ago and has not been arrested since then. The seven-year bright line is drawn from the 2018 Commonwealth Court held that a school district could not reasonably or rationally use a seven year-old criminal conviction to terminate an employee’s job, and upheld the individual’s claim that doing so violated his constitutional rights. *Megraw v. School District of Cheltenham Township*, 2018 WL 2012130 (Pa. Cmwlth. 2018).

Next Steps:

- Statewide Workshops Hiring Reentrants
- Return on Investment Research
- Employability certificate for reentrants after training programs
- Consider fair chance certification

Jeff Brown, Co-chair

Jeff Abramowitz, Co-chair

Reentry Ad Hoc Committee

**Additional PA Workforce Development Board Committee Initiatives
Quarterly Update
May 24, 2023**

Education Workforce Shortage Committee – Chair Sarah Hollister

An initial planning meeting was held with Chair Hollister, and members of the Pennsylvania Departments of Education and Labor & Industry and Governor Shapiro’s office. The purpose of the meeting was to determine how this committee can add value to efforts already underway in the commonwealth to address the shortage of teachers and other educational staff.

Apprenticeship & Career and Technical Education – Chair Angela Ferritto

An initial meeting is scheduled for May 23, 2023, with Chair Ferritto and PA WDB staff to determine committee focus and membership priorities.

Additional Proposed PA WDB Committees (seeking volunteers/nominations for Chairs)

- Workforce Barriers
- Manufacturing Workforce
- Agriculture Workforce
- Construction Workforce
- Workforce Priorities for Persons with Disabilities

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			
Feb 2023	Feb 2022	Volume Change	Percent Change
158,572	208,926	-50,354	-24.1%

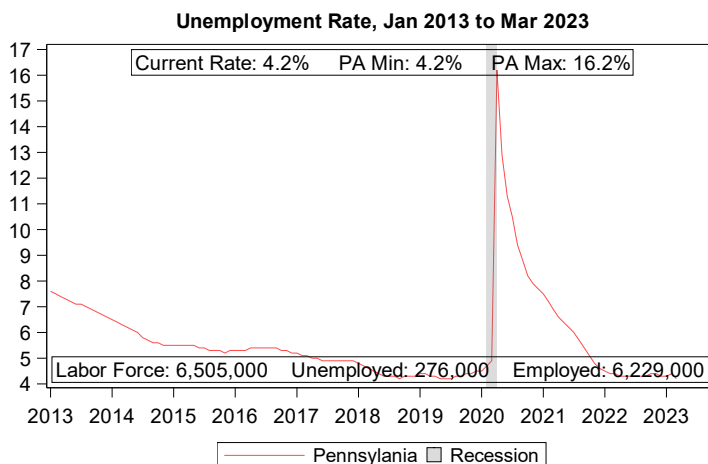
Source: The Conference Board - LightCast - Help Wanted OnLine™

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 Q3 of 2022

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

Source: Quarterly Census of Employment and Wages

Unemployment Compensation (UC) by Pre-UC Industry	Apr 2022 to Mar 2023		Mar 2023 Initial (IC) and Continued (CC) UC Claims			
	Exhaustees	Percent	IC Total	IC Percent	CC Total	CC Percent
Natural Resources & Mining	340	1.0%	375	1.0%	6,205	1.6%
Construction	6,510	18.6%	6,254	16.4%	85,053	21.3%
Manufacturing	3,160	9.0%	4,781	12.5%	41,171	10.3%
Trade, Transportation & Utilities	6,230	17.8%	7,419	19.5%	68,572	17.2%
Information	470	1.3%	486	1.3%	5,653	1.4%
Financial Activities	1,840	5.3%	1,405	3.7%	19,112	4.8%
Professional & Business Services	6,070	17.3%	6,043	15.9%	75,180	18.9%
Education & Health Services	6,170	17.6%	4,670	12.3%	44,765	11.2%
Leisure & Hospitality	2,350	6.7%	3,547	9.3%	33,326	8.4%
Other Services	780	2.2%	665	1.7%	7,712	1.9%
Government	1,000	2.9%	259	0.7%	4,951	1.2%
Info Not Available	80	0.2%	0	0.0%	0	0.0%
Total	35,000	100%	38,119	100%	398,697	100%

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

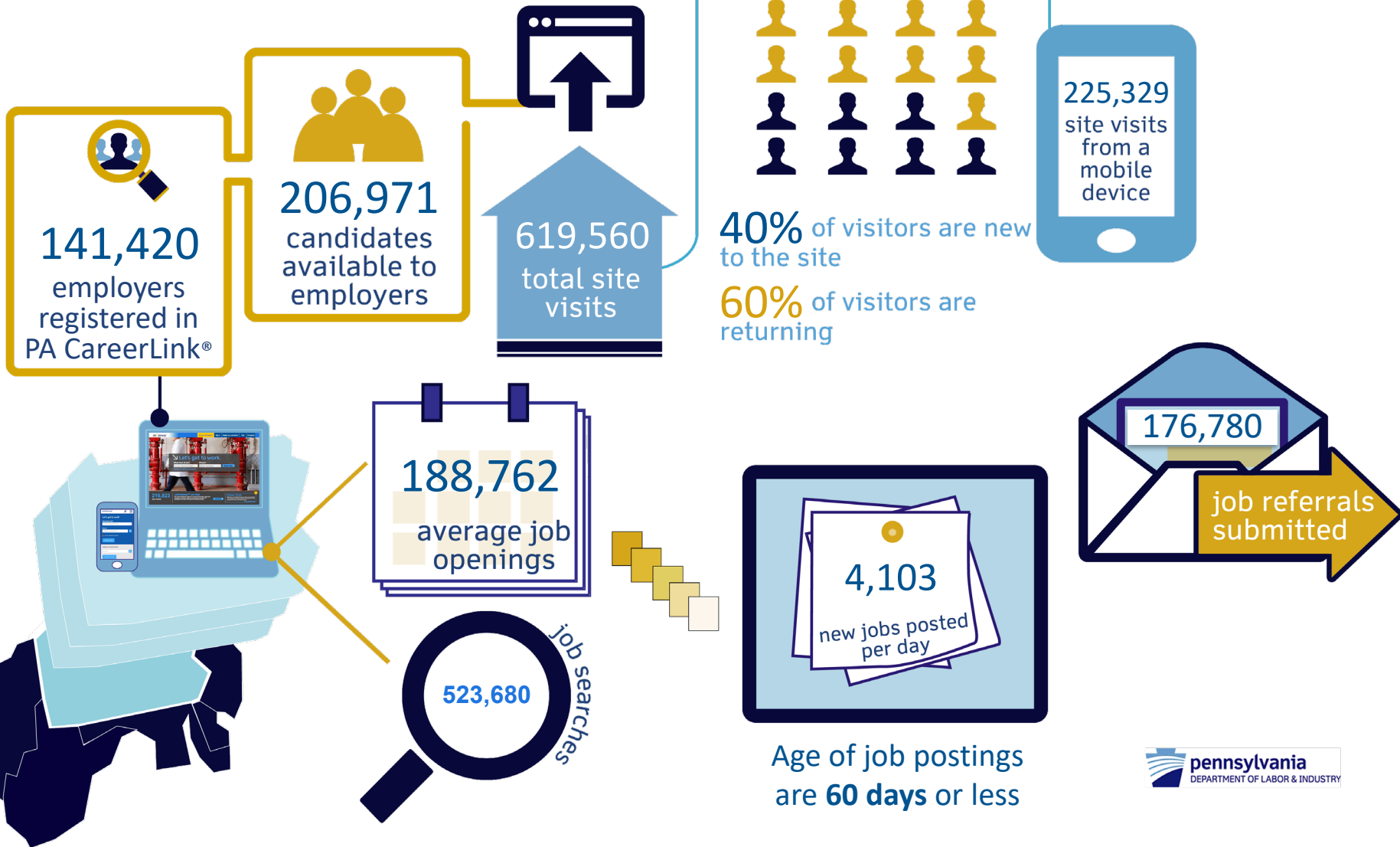
Source: Pennsylvania Unemployment Compensation System

Quarterly Census of Employment and Wages, 2021 Annual Averages						
NAICS	NAICS Description	Establishments	Employment	Employment %	Average Wage	
	Total, All Industries	369,430	5,650,194	100.0%	\$64,704	
11	Agriculture, Forestry, Fishing and Hunting	2,478	26,292	0.5%	\$40,399	
21	Mining, Quarrying, and Oil & Gas	1,199	21,083	0.4%	\$93,262	
22	Utilities	1,407	33,683	0.6%	\$104,950	
23	Construction	29,957	262,685	4.6%	\$72,858	
31-33	Manufacturing	14,335	544,312	9.6%	\$69,381	
42	Wholesale Trade	22,802	204,784	3.6%	\$91,565	
44-45	Retail Trade	40,226	596,672	10.6%	\$35,155	
48-49	Transportation and Warehousing	12,336	325,671	5.8%	\$54,668	
51	Information	7,014	89,145	1.6%	\$112,881	
52	Finance and Insurance	19,257	266,579	4.7%	\$110,313	
53	Real Estate and Rental and Leasing	11,633	64,092	1.1%	\$69,691	
54	Professional and Technical Services	46,580	375,288	6.6%	\$108,786	
55	Management of Companies and Enterprises	5,871	137,768	2.4%	\$147,181	
56	Administrative and Waste Services	18,743	298,207	5.3%	\$45,861	
61	Educational Services	9,388	462,285	8.2%	\$63,834	
62	Health Care and Social Assistance	53,583	1,044,836	18.5%	\$58,613	
71	Arts, Entertainment, and Recreation	5,454	82,902	1.5%	\$39,463	
72	Accommodation and Food Services	27,924	397,999	7.0%	\$22,081	
81	Other Services (Except Public Administration)	34,156	184,995	3.3%	\$40,512	
92	Public Administration	5,090	230,917	4.1%	\$67,444	

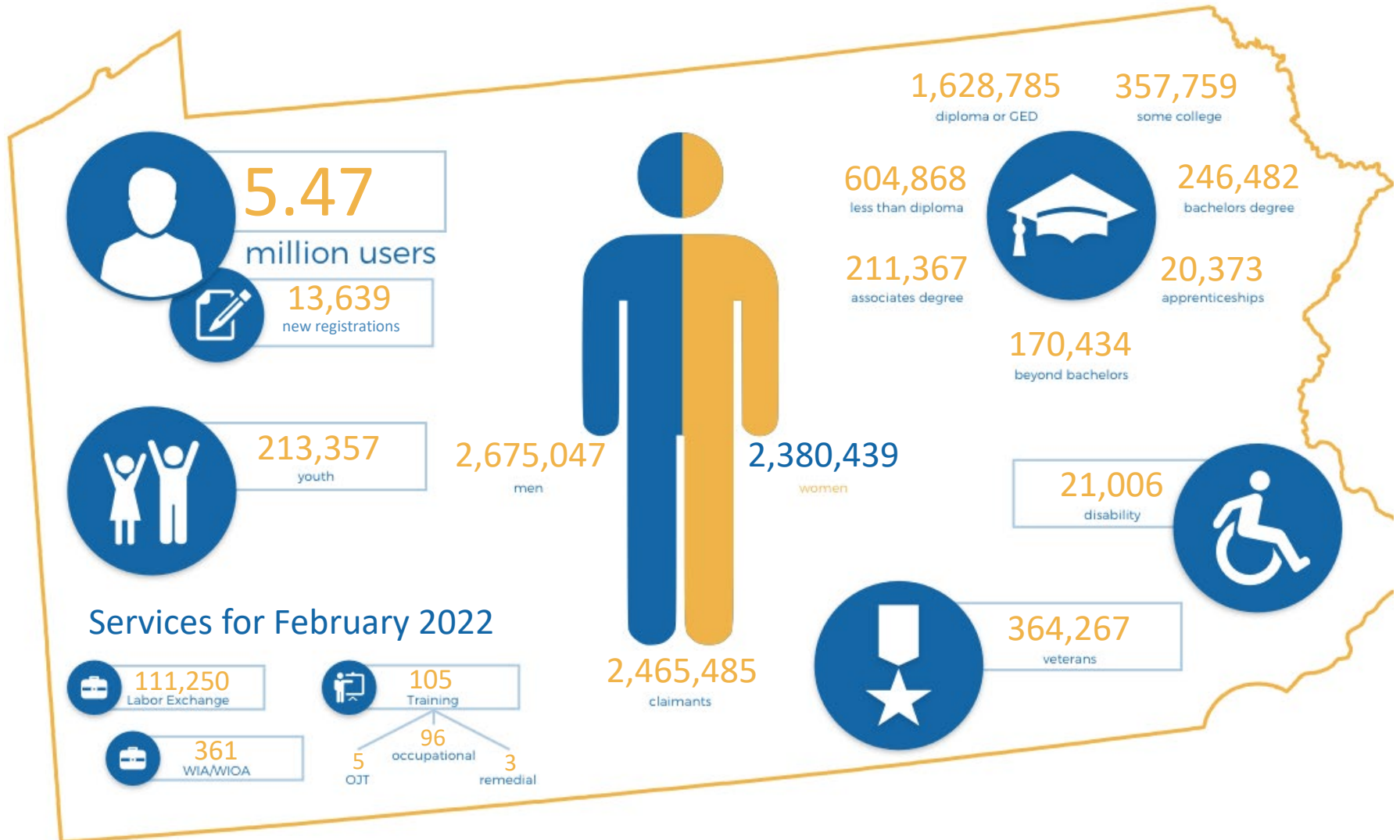
Company Ownership						
Total, All Ownership		369,430	5,650,194	100.0%	\$64,704	
Private Ownership		356,395	4,998,532	88.5%	\$64,750	
Federal Ownership		2,702	98,915	1.8%	\$82,423	
State Ownership		1,450	126,259	2.2%	\$67,725	
Local Ownership		8,883	426,489	7.5%	\$59,163	

Occupational Employment (2020) and Wages (2021)						
SOC Code	Major Occupational Group	Employment	Entry Wage	Average Wage	Experienced Wage	
	Total, All Occupations	5,923,090	\$25,950	\$55,490	\$70,030	
11-0000	Management	329,650	\$57,920	\$120,590	\$151,450	
13-0000	Business & Financial Operations	307,330	\$45,760	\$78,910	\$95,240	
15-0000	Computer & Mathematical	168,390	\$48,230	\$87,530	\$106,880	
17-0000	Architecture & Engineering	102,710	\$51,520	\$84,720	\$101,080	
19-0000	Life, Physical & Social Science	56,570	\$41,600	\$74,920	\$91,340	
21-0000	Community & Social Services	129,510	\$32,330	\$49,900	\$58,560	
23-0000	Legal	48,600	\$46,450	\$101,960	\$129,340	
25-0000	Education, Training & Library	322,980	\$31,870	\$66,170	\$83,070	
27-0000	Arts, Design, Entertainment, Sports & Media	76,840	\$28,750	\$55,050	\$68,010	
29-0000	Healthcare Practitioners & Technical	410,120	\$42,370	\$84,800	\$105,770	
31-0000	Healthcare Support	323,520	\$24,070	\$31,720	\$35,490	
33-0000	Protective Service	123,720	\$26,920	\$52,360	\$64,910	
35-0000	Food Preparation & Serving Related	403,000	\$18,930	\$27,190	\$31,250	
37-0000	Building & Grounds Cleaning & Maintenance	185,730	\$22,980	\$32,680	\$37,450	
39-0000	Personal Care & Service	159,270	\$19,650	\$31,280	\$37,010	
41-0000	Sales & Related	525,290	\$21,060	\$43,410	\$54,420	
43-0000	Office & Administrative Support	811,460	\$27,930	\$42,970	\$50,380	
45-0000	Farming, Fishing & Forestry	42,050	\$23,240	\$36,900	\$43,700	
47-0000	Construction & Extraction	244,620	\$35,470	\$56,870	\$67,410	
49-0000	Installation, Maintenance & Repair	232,680	\$32,850	\$52,840	\$62,700	
51-0000	Production	361,760	\$28,510	\$43,470	\$50,840	
53-0000	Transportation & Material Moving	557,300	\$25,330	\$39,450	\$46,420	

Note: 'ND' represents Non-Disclosable information.

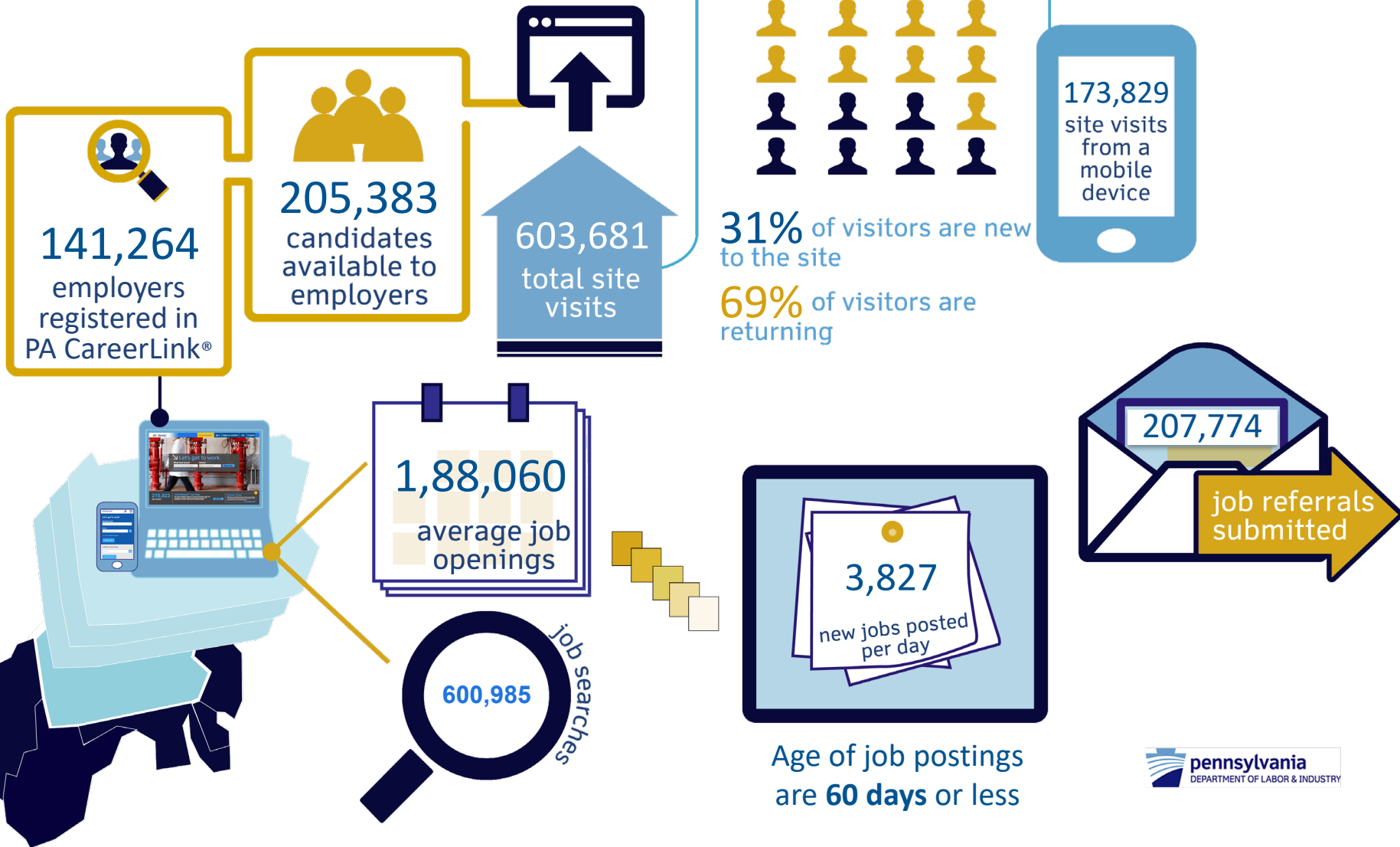


CWDS/PA CareerLink® User Demographics & Services



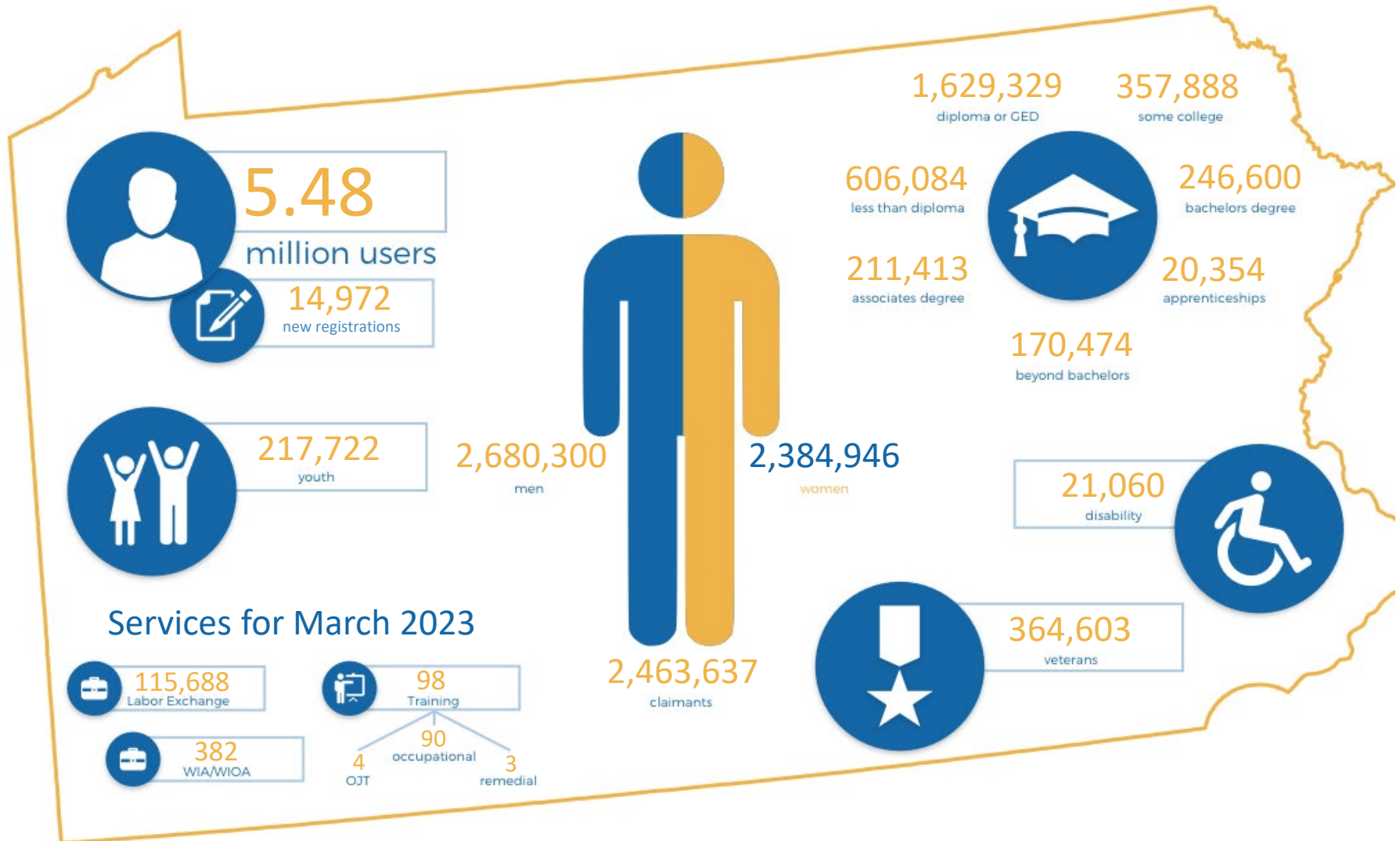
Infographic Description

#	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



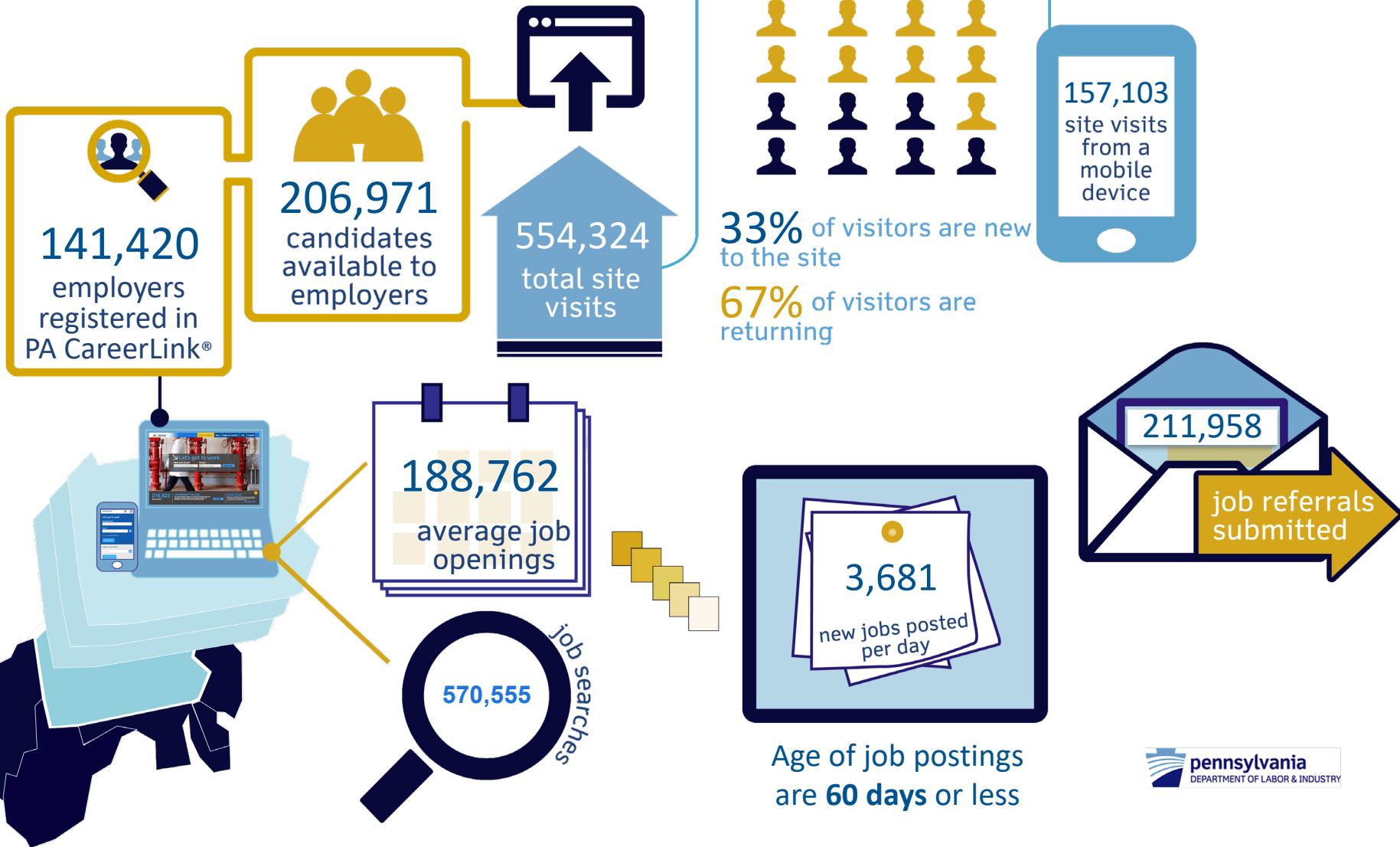


CWDS/PA CareerLink® User Demographics & Services

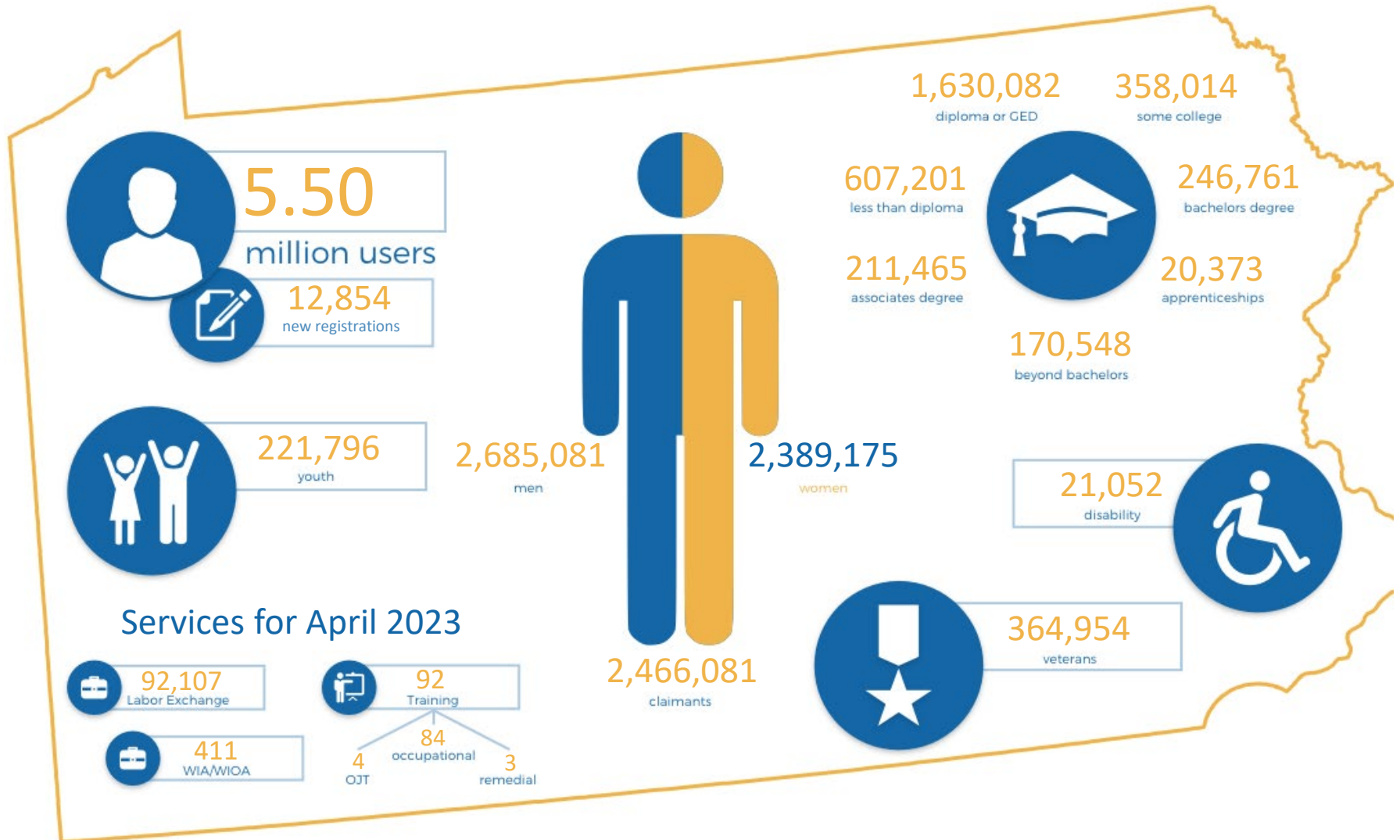


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CWDS/PA CareerLink® User Demographics & Services



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WIOA Title I and Title III Workforce Performance Outcome Progress Program Year 2022 (Through 3rd Quarter) Statewide

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

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

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

Overall Program Scores

Not Meeting	Meeting	Exceeding
-------------	---------	-----------

Overall Indicator Scores

114.7%	119.1%	115.8%	116.0%
Title I Adult	Title I Dislocated Worker	Title I Youth	Title III Wagner-Peyser

108.8%	109.4%	132.8%	107.4%	123.1%
Employed 2 nd Quarter	Employed 4 th Quarter	Median Earnings	Credential Attainment	Measurable Skill Gain

Individual Indicator Scores

(actual performance/negotiated level)

	Employed 2 nd Quarter	Employed 4 th Quarter	Median Earnings 2 nd Quarter	Credential Attainment	Measurable Skill Gain
Title I Adult	105.6% <small>(77.1% / 73.0%)</small>	105.2% <small>(74.7% / 71.0%)</small>	131.5% <small>(\$8218 / \$6250)</small>	106.4% <small>(71.3% / 67.0%)</small>	124.6% <small>(62.3% / 50.0%)</small>
Title I Dislocated Worker	105.2% <small>(81.0% / 77.0%)</small>	107.2% <small>(81.5% / 76.0%)</small>	119.4% <small>(\$10153 / \$8500)</small>	112.9% <small>(79.0% / 70.0%)</small>	150.7% <small>(66.3% / 44.0%)</small>
Title I Youth	113.0% <small>(74.6% / 66.0%)</small>	115.6% <small>(71.7% / 62.0%)</small>	153.3% <small>(\$4598 / \$3000)</small>	102.9% <small>(66.9% / 65.0%)</small>	94.0% <small>(54.5% / 58.0%)</small>
Title III Wagner-Peyser	111.3% <small>(69.0% / 62.0%)</small>	109.7% <small>(68.0% / 62.0%)</small>	127.0% <small>(\$7936 / \$6250)</small>		

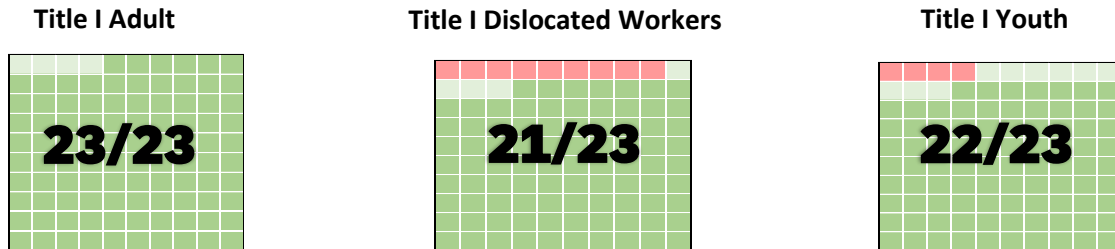
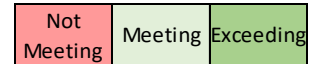
WIOA Title I and Title III Workforce Performance Outcome Progress Program Year 2022 (Through 3rd Quarter) Local Workforce Development Areas

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

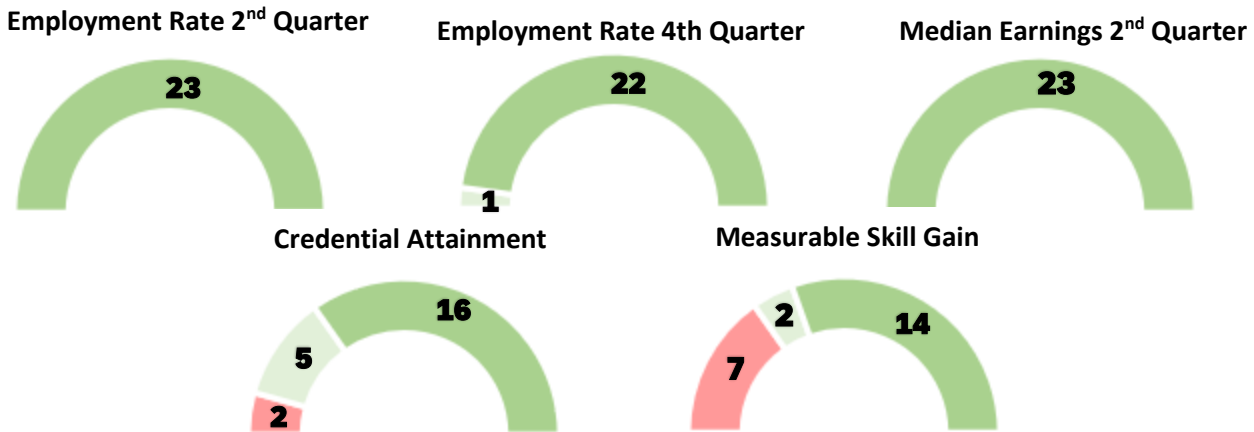
Local performance is evaluated only on outcomes for the Title I programs. States, under authority from WIOA, establish their own methods by which to assess performance outcomes of each local workforce development area. The Department of Labor & Industry has chosen to mirror the WIOA methodology, which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

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

Overall Program Scores



Overall Indicator Scores



Individual Indicator Scores

	Title I Adult			Title I Dislocated Workers			Title I Youth		
Employment Rate 2nd Quarter	0	3	20	0	7	16	0	1	22
Employment Rate 4th Quarter	0	5	18	0	6	17	0	3	20
Median Earnings 2nd Quarter	0	1	22	0	3	20	0	1	22
Credential Attainment	0	8	15	0	4	19	2	5	16
Measurable Skill Gain	1	3	19	2	6	15	1	12	10

WIOA Title I and Title III Workforce Performance Outcome Progress Program Year 2022 (Through 3rd Quarter)

Definitions

Performance Measures

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

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

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

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

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

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

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

Reporting Cohorts

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

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



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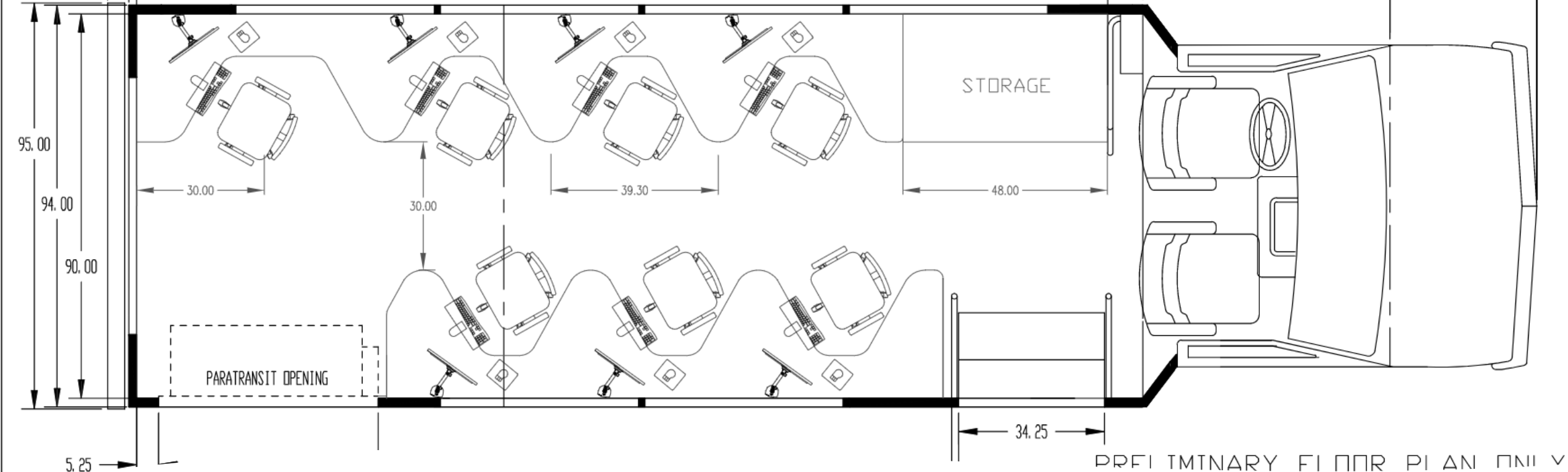
The Link Mobile Workforce Unit



Background

- Funded with 2015 Community Partnership Grant
- Custom built by Rohrer Bus Company in Duncannon, PA
- Original cost: \$130,000





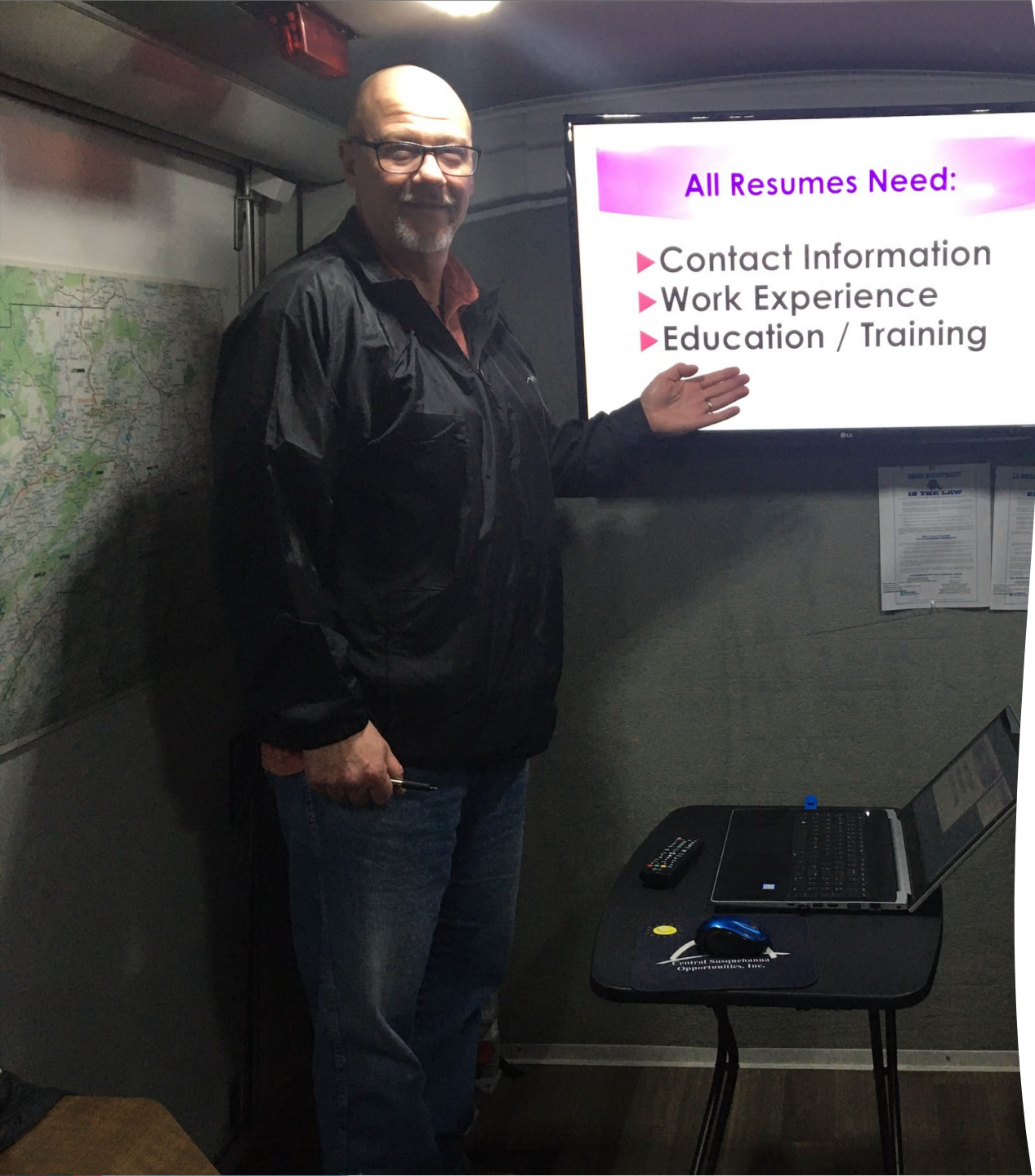
Why Mobile?

- Largest regional workforce development area in PA >5,000 square miles
- Closed two PA CareerLink[®] sites in 2012 due to funding decreases
- Transportation challenges in rural PA
- Reach new customers and populations (e.g. re-entry)
- Resource for business recruitment and Rapid Response



What's Onboard

- ADA accessible with wheelchair lift and workstation
- 7 workstations with privacy screens
- Presentation Screen
- Wi-fi
- Printer
- Storage closet



Available Services

- Job matching
- Enrollment on www.PACareerLink.PA.gov
- Resume building and printing
- Workforce training/workshops
- Employer recruitment events
- Rapid Response events
- Job Fairs
- Referral to other agencies

Partner Agencies

- Bethesda House (Half-Way-House) - Males
- Columbia County Prison
- Conewago Snyder Drug & Alcohol Rehab Center
- Conewago Snyder Half-Way-House
- Forestry Unit at SCI Rockview
- Gaudenzia Coal Township Rehab Center
- Pyramid Healthcare Rehab Center
- SCI Coal Township
- SCI Muncy
- SCI Benner
- SCI Rockview
- Snyder County Probation
- Snyder County Domestics
- State Probation Office
- Transitional Living Center (Half-Way-House) - Females
- Watsontown CTC (Community Treatment Center) – Starting in June
- Williamsport Domestics

Sample Schedule



Bringing ^{Pennsylvania} CareerLink to You!

A proud partner of the AmericanJobCenter network

May 2023 Internal Calendar

570-220-0003  @TheLinkMCC

www.pacareerlink.pa.gov

Auxiliary aids and services are available upon request to individuals with Disabilities. Equal Opportunity Employer/Program

Monday	Tuesday	Wednesday	Thursday	Friday
1. 8:30 - 4:30 Transitional Living Center/ Bethesda House (Males) 9:30-3:30 900 W. 3 rd St. Williamsport, PA	2. 7:30 – 3:30 Pyramid Healthcare 9:30-1:30 3893 W Main St Belleville, PA	3. 8:00 - 4:00 SCI Coal Township 9:30-2:45 1 Kelley Dr. Coal Township, PA	4. 8:15 – 4:15 Jersey Shore Public Library 9:30-2:30 110 Oliver St. Jersey Shore, PA Shryl Whitesell	5. 8:15 – 4:15 Montgomery Area Public Library 10:00-2:30 1 South Main St. Montgomery, PA Caroline Brady
8. 8:00 – 4:00 Columbia County Prison 10:00-2:30 721 Iron Street Bloomsburg, P	9. 8:15 – 4:15 Snyder County Courthouse 10:00-2:00 9 West Market St. Middleburg, PA Angie Thompson	10. 6:45 – 2:45 Conewago/Snyder Drug & Alcohol Rehab Cen. 9:00-1:30 Rt 522, Beavertown, PA	11. 8:00 – 4:00 SCI Benner & Rockview 9:30 – 2:30 301 Institution Drive & 1 Rockview Place Bellefonte, PA	12. 8:15 – 4:15 Milton Public Library 10:00-2:30 541 Broadway Milton, PA Mellisa Spotts
15. 8:30 - 4:30 Transitional Living Center/ Bethesda House (Males) 9:30-3:30 900 W. 3 rd St. Williamsport, PA	16. The Link, MCC Closed No Coverage	17. 8:00 – 4:00 Gaudenzia Coal Township 10:00-2:00 2000 Northwestern Drive Coal Township, PA	18. 8:00 – 4:00 McBride Memorial Library 10:00-2:00 500 North Market St. Berwick, PA Wendy Gearhart	19. 8:00 – 4:00 Mount Carmel Area Public Library 10:00-2:00 30 South Oak St. Mt Carmel, PA Andy Fox
22. Office Day Update Computers	23. 8:00 – 4:00 Schlow Centre Region Library 10:00-2:00 211 South Allen St. State College, PA Melissa Spotts	24. 7:00-11:00 Show The Link to PA WDB Before monthly meeting at 10am Harrisburg, PA 1:00 – 5:00 Lycoming County PACL Job Fair at Liberty Arena 1:00-4:00 315 Hepburn Street Williamsport, PA	25. 8:15 – 4:15 Rudy Gelnett Memorial Library 10:00-2:00 1 North High Street Selinsgrove, PA Angie Thompson	26. 7:30 – 3:30 Renovo Area Library 9:00-1:00 317 7 th St. Renovo, PA Jennifer Rearick
29. Memorial Day The Link, MCC Closed	30. 8:15 – 4:15 Herr Memorial Library 10:00-2:00 500 Market St. Mifflinburg, PA Melissa Spotts	31. 8:15 – 4:15 West End Library 10:00-2:00 45 Ballpark Road Laurelton, PA		Questions? Please contact The LINK at 570.220.0003

Current Year Outputs (July 2022 – April 2023)

Participants

- 1,012 Total served
- 26 Veterans
- 710 Welcome Services for new customers
- 117 new PA CareerLink[®] website enrollments
- 476 attended workshops
- 786 referred to partners

Monthly Event Totals

- 89 Public
- 38 Non-public
- 37 Re-entry
- 2 Rapid Response
- 8 Job fairs/ Employer Recruitment



Annual Operating Expenses

- Includes 1.5 Full Time Equivalents
- Vehicle maintenance, gas, insurance, etc.

	Budget	Actual
FY 2018	\$ 80,000	\$ 70,237
FY 2019	\$ 80,000	\$ 73,010
FY 2020	\$ 80,000	\$ 70,001
FY 2021	\$ 80,000	\$ 77,717
FY 2022	\$ 105,521	\$ 101,550
FY 2023 (10 months)	\$ 95,866	\$ 69,034
FY 2024 (Budget Requested)	\$ 145,120	NA



Lessons Learned

- Delivery of vehicle ~ 1 year
- Include windows
- Include vehicle stabilizers
- Include other PA CareerLink® partners on trips
- Corrections and rehab facilities could use a dedicated unit
- Not as many places will let you park in their lots as anticipated
- Great for Rapid Response events and Job Fairs
- Need to be near public restrooms, preferably restaurants too.



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Josh Shapiro
Governor

Jeff Brown
Chair