



Quarterly Meeting Briefing Book

May 7, 2024
10:00 AM

Josh Shapiro
Governor

Terry Wiltout
Chair



Quarterly Meeting Briefing Book

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Quarterly Meeting
Tuesday May 7, 2024

Agenda (subject to change)

- 10:00 AM Call to Order – Chair’s Updates, Terry Wilttrout
- Roll Call
 - Approve February 13, 2024, Quarterly Meeting Minutes – **VOTE**
- 10:05 AM Agency Updates
- Nancy Walker – Secretary Labor & Industry
 - Ryan Hyde – Executive Director Office of Vocational Rehabilitation
 - Khalid Mumin – Secretary Education
 - Valerie Arkoosh – Secretary Human Services
 - Rick Siger – Secretary Community and Economic Development
 - Russel Redding – Secretary Agriculture
 - Jason Kavulich – Secretary Aging
 - Laurel Harry – Secretary Corrections
- 10:40 AM PA WDB Committee Updates
- Youth, Chair Chekemma J. Fulmore-Townsend
 - Education Workforce, Chair Timothy James
 - Industry Partnership & Employer Engagement, Chair John “Ski” Sygielski
 - Barriers, Chair Shea Zwerver
 - Continuous Improvement of the PA CareerLink® System, Chair Brian Funkhouser
 - Reentry, Chair Debra Caplan
 - Apprenticeship & CTE, Chair Angela Ferritto
 - Agriculture Workforce, Chair Brian Campbell
 - Manufacturing Workforce, Chair Mike Wojewodka
 - Construction Workforce, Chair Karen Masino
 - Recommendation – Curricula Standards – **VOTE**
 - Recommendation – Transportation Initiative – **VOTE**
 - Healthcare Workforce, Chair Matt Yarnell
 - Recommendation – CNA & LPN Training Hub – **VOTE**
 - Recommendation – HCBS Training Hub – **VOTE**
- 11:30 AM Presentation – **Department of Community & Economic Development**
- Economic Development Strategy & 2024-2025 Budget
- 12:10 PM Presentation – **Angelica Garcia, Chelsea Haley, & Naudia Porter**
- Third Sector Capital Partners
 - Workforce Development Strategic Plan
- 12:40 PM Public Comment

12:45 PM Working Lunch

1:15 PM Adjourn – **VOTE**

1:15 PM Google Tour

Next Meeting: August 14, 2024 (Location TBD)

PA WDB Quarterly Board Meeting

Tuesday, February 13th, 2024

10am-2pm

Meeting Minutes

Attendance

Members:

- Chair Terry Wiltrout
- Debra Caplan
- Darrin Kelly
- Joseph Welsh
- Dorenda Hamarlund for Secretary Laurel Harry
- Tim James
- Thomas Foley for Secretary Akbar Hossain
- Brian Funkhouser
- Marguerite Kline
- Jennifer Wakeman
- Executive Director Ryan Hyde
- Secretary Nancy Walker
- Mike Wojewodka
- Phil Jaurigue
- Gregg Riefenstahl
- Deputy Secretary Lisa Graybeal for Secretary Russell Redding
- David Miles for Secretary Jason Kavulich
- Malik Majeed
- Commissioner Robert Harvie Jr.
- Don Cunningham
- Mike Shirk
- Senator Amanda Cappelletti
- Secretary Dr. Khalid Mumin
- Roy Rosin
- Representative Ryan Mackenzie
- Gwen Ross for Secretary Rick Siger
- Gerardo Interiano
- Nicholas Gilson
- John "Ski" Sygielski
- Chekemma Fulmore-Townsend
- Shea Zwerver
- Jolene Reid for Secretary Valerie Arkoosh
- Carniesha Kwashie
- Mark E. Pasquerilla
- James Harper
- Angela Ferritto
- Dan LaVallee
- Kait Gillis
- Mark Thaler
- Andrea MacArthur
- Eric Kratz for Senator Camera Bartolotta

Committee Chairs:

- Chair John "Ski" Sygielski, Industry Partnership & Employer Engagement Committee
- Chair Chekemma Fulmore-Townsend, Youth Committee
- Chair Angela Ferritto, Apprenticeship & CTE Committee
- Executive Director James Martini for Chair Brian Funkhouser, Continuous Improvement Committee
- Dan De Lellis for Chair Matt Yarnell, Healthcare Committee
- Kristina Gonzalez for Chair Brian Campbell, Agriculture Committee
- Chair Tim James, Education Workforce Committee

- Chair Mike Wojewodka, Manufacturing Committee
- Dan De Lellis for Chair Karen Masino, Construction Committee
- Chair Shea Zwerver, Barriers Committee

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

Chair’s Introductions:

Chair Terry Wiltrout called the meeting to order and thanked everyone for joining despite the technical issues due to the storm. He noted that they would be beginning with a few priorities before going on with the updates. Chair Wiltrout sought a motion to approve the November 15th, 2023 meeting minutes.

MOTION: John “Ski” Sygielski made the motion. Mark Pasquerilla seconded. The motion passed unanimously.

WIOA Plan Update:

Executive Director James Martini noted that there were not any massive changes made to the plan since the public comment period. The changes that were made were highlighted in yellow for the Board members to review and Executive Director Martini noted that the changes tended to be minor. In total, the board received 51 public comments from around 15-20 different organizations. He emphasized that most of the comments made were positive and the rest were mainly small language changes. He did note that they did add a new sub-goal under the Barrier remediation broad goal around the state board working with local workforce boards on hosting pardon related events. He also briefly went over the language changes that were made throughout the plan. Executive Director Martini then opened it up to any additional questions.

Chekemma Fulmore Townsend asked for an example of something different that the board would be doing that it isn’t currently doing in relation to working more collaboratively with local workforce boards. Executive Director Martini explained that the language had originally read “incorporating regional partnerships to address shared challenges through collaborative solutions” and the change added “interests” as well as “administrative and collaborative solutions” to recognize what local areas believe are important as well as acknowledge that sometimes challenges occur because of structural challenges created by the state or federal government.

Since there were no further questions, Chair Wiltrout sought a motion to accept the WIOA Combined State Plan.

MOTION: Chekemmma Fulmore-Townsend made the motion. John “Ski” Sygielski seconded. The motion passed unanimously.

Agency Official Updates:

- **Dr. Khalid Mumin, Secretary of the PA Department of Education (PDE)**
Secretary Mumin began by highlighting the PDE competency report included in the briefing book. He then discussed the recent priorities discussed by the Governor at his budget address. He noted that in regards to basic education funding, nearly \$1.1 billion was proposed. Of that, around \$900 million was proposed as a first-year adequacy investment and \$200 million was proposed to be

distributed through the basic education funding formula. For special education, there was a proposed \$50 million increase. For career and technical education, there was a proposed \$2.4 million increase and a proposed continual investment of \$7 million for dual enrollment. The governor's budget also proposes continuing a \$50 million annual investment in school safety and security grants as well as \$100 million for school mental health grants through the Pennsylvania Commission on Crime and Delinquency. In educator workforce, the Governor's budget proposes a \$10 million educator talent recruitment account to increase participation in education workforce. Secretary Mumin noted that this account will be used to increase participation in education workforce by offering grants for individuals to grow their own programs and apprenticeship programs. For the student-teacher stipend program, the Governor's budget proposed a \$5 million increase. Lastly, Secretary Mumin highlighted that the Governor is proposing a new system for higher education that will unit the PASSHE universities and the 15 public community colleges under a new government system. The budget proposes \$975 million to create and support this system. Secretary Mumin emphasized that PDE is extremely happy with the proposed budget and encouraged anyone with questions to reach out.

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

Executive Director Ryan Hyde began his report by thanking Governor Shapiro for his proposed budget. He highlighted that they have a modest increase that will allow OVR to draw all of the available federal VR dollars. Executive Director Hyde noted that OVR is currently in the planning stage of all their summer activities. He highlighted that their signature program is well underway and is a partnership between OVR and numerous employers to support high school students with disabilities in receiving a paid work-based summer learning experience. He noted that they are expecting over 1,000 students to be a part of this program and they are planning to be in every county this year. He also briefly noted that they have several big summer academies planned, the Commonwealth Summer Internship Program, and an internship program with their centers for independent living. Executive Director Hyde also noted that OVR has two big disability innovation fund grants and the first one is \$14 million. The purpose of that grant is to help individuals with disabilities exit or stay out of sub-minimum wage employment. Executive Director Hyde highlighted that they selected their Western regional contractor to offer employment supports to their customers and to the employers they will be working with. He noted that they are still in the process of selecting their Eastern partner and identifying employers that will offer work locations for these individuals. He highlighted that this is the second year of the grant and the first year was almost entirely focused on administrative activities. Executive Director Hyde encouraged anyone interested in learning more or partnering with them on this work to reach out. He also highlighted that the second grant they received is the Pathways to Partnership grant and was for \$9 million. OVR received the Pathways to Partnership grant this past fall and will be a Commonwealth-wide training initiative focused on training their partnering staff on transition services for high school students with disabilities. Executive Director Hyde emphasized that OVR is always looking for opportunities to partner with employers to place students with disabilities into paid work-based experiences. He highlighted that OVR will pay for the wages and for the support staff to come out with them. He noted that they also send about 2500 students to college or postsecondary education every year and are always looking for internship opportunities. Lastly, Executive Director Hyde noted that OVR has two important groups that help shape VR services across Pennsylvania. The first one is the PA Rehab Council and that group is in need of a Workforce

Development Board member to fill a spot. This council is similar to the board in that they advise the governor and the legislature. The second group is the OVR State Board of Vocational Rehabilitation. That board is looking for interested people to participate on a legislative subcommittee that will be formed later this year. He noted that anyone interested in serving in either of these groups could reach out to him or James Martini and they will connect them with those groups.

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

Secretary Walker began her report by highlighting the Governor announcement on the state's economic development plan. She noted that it is a 10-year comprehensive plan and encouraged those interested to read through it. She also gave a shout out to Secretary Rick Siger, his team, and the private sector partners who helped develop this plan. Secretary Walker also briefly went over some of the new budget proposals that came out of the Governor's budget address. First, she noted that the Governor's budget proposed \$2 million for a skill-based hiring program. She highlighted that the intent with this program is to work with employers to identify the skills that are necessary for their jobs so that employers do not have to default to just requiring college degrees. She also noted that the budget includes a proposed \$2 million one-stop career pathways initiative that will give students and individuals the opportunity to get additional skills training. She highlighted that the Governor is also asking for an increase of \$2.2 million for Industry Partnerships. She noted that they are also asking for another authorization from the legislature to use money from the Service Infrastructure Improvement Fund to continue the improved work that is being done in the Unemployment Compensation (UC) Centers. Lastly, Secretary Walker noted that they have asked for an increased commitment of their investigators and labor law compliance in the budget proposal. She emphasized that there are a lot of great opportunities coming into the state but with all those new jobs, comes the potential for violations. She noted one of their major concerns is that in the last year and a half, they have seen a 43 percent increase in child labor violations. Secretary Walker ended by encouraging everyone on the call to lend their support to these initiatives and to reach out if anyone is interested in more information.

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

Deputy Secretary Kuba began his report by emphasizing the department's excitement for the proposed budget and how that budget will benefit workforce development. He noted that in the briefing book, they outlined some of their cross-agency alignment activities. He then specifically highlighted and spoke on their outreach to UI claimants project. He highlighted that they send surveys out to over 300,000 individuals across Pennsylvania that received unemployment compensation in 2020, 2021, or 2022. He noted that the focus of this project is to uncover the barriers to returning to work. He emphasized that this is a huge project and that they plan to share the results with the State Board and its Committees as well as the Governor's office and many others. They have already received over 3,000 responses, with around 700 individuals volunteering to join a focus group to discuss their barriers further and over 1,000 respondents requesting that PA CareerLink® staff connect with them. Deputy Secretary Kuba noted that majority of their respondents fall in the 35-65 age range and over 2,700 respondents have had at least 11+ years of experience in workforce. He also highlighted that some of the biggest barriers individuals have noted are, their own health concerns, transportation, childcare, lack of training, and their backgrounds. Deputy Secretary Kuba noted that they have hired on a contractor who will review all of the aggregate data and will write a white paper that they will share out. He ended

by emphasizing their excitement with this project and the importance of this project to many of the committees on the Board.

Shea Zwerver thanked Deputy Secretary for his update and, as the Barrier Remediation Committee Chair, she expressed her excitement with this project. She asked what the timeline will be for when the white paper and the results may be shared. She also noted that while the Barrier Remediation Committee is comprised of people with a lot of great expertise, they are still looking for people with lived experiences of these barriers and it would be great if they could get a couple people from the 700 volunteers for the focus group to join the committee. Deputy Secretary Kuba noted that the survey will be open till February 25th and they will begin pulling together all of the data once that closes and hope to have something out by late spring. He noted once they are able to begin pulling that data together, they will check on the timeline and update Executive Director James Martini to make sure the Board gets that information. He also noted that they would make sure to get some individuals to come to the Barrier Remediation Committee. Shea Zwerver also briefly noted that for those who note transportation barriers, it would be helpful if that data could be cross-referenced with their geolocation to get an idea if they are living in a rural area or a metropolitan area. She also gave a shout out to Derek Donnell who presented to the South Central PA Construction Industry Partnership. Deputy Secretary Kuba also noted that they hope to layout the data for each of the different local areas so that the Board directors of those areas can not only look at the state level data but the aggregate data from their areas as well.

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

Jolene Reid spoke on behalf of Secretary Arkoosh and sent her regards. She began her report by highlighting that professional organization contracts have been updated to provide additional preschool grant funding to support teachers and childcare staff for Pre-K Counts and Headstart Supplemental Assistance Program. She also noted that the Rapid Response Team grantees have been finalized and contracting has begun. She highlighted that OCDEL will be hosting a free childcare conference for providers on March 25th-26th in Hershey and registration is at full capacity with 525 participants. From the Office of Income Maintenance (OIM), she noted that DHS did respond to the notice of proposed rulemaking and encouraged anyone who would like to know more about that to email her. She also highlighted that in recent months, Pennsylvania has seen an increase in the number of Cuban Haitian Entrants (CHEs). She noted that while CHEs qualify as a refugee service population, they are not resettled like traditional refugees and they are not work eligible upon entry to the United States. In order to receive authorization documents, CHEs must apply and receive employment. She noted that if anyone has questions about CHEs or would like to know how to best serve these individuals they may contact DHS refugee service account linked in the briefing book. She also noted that OIM will be posting and awarding Snap 50-50 grants and that once it is posted, the solicitation will be available on eMarketplace. She highlighted that those awarded grants will be expected to begin or continue to serve SNAP employment and training volunteers on October 1st, 2024. Lastly, from the Office of Long-Term Living, Ms. Reid noted that on January 30th, 2024, DHS posted the Request for Application (RFA) for the Community HealthChoices program. She ended by highlighting that all of the information on that RFA can be found at eMarketplace or at the link provided in the briefing book.

Debra Caplan thanked Jolene Reid and DHS for all the work they are doing. She noted that as a member of the board for Partner4Work, there is a lot of concern around TANF funds. She asked what the next steps are either in terms of advocacy from the Department or from the Board. Ms. Reid noted that this is something DHS is also very concerned about but that they are not 100% sure what the next steps are but as they find out, they will share with the Board and its members.

- **Rick Siger, Secretary of the PA Department of Community and Economic Development (DCED)**
Gwen Ross spoke on behalf of Secretary Siger. She began by highlighting the 10-year Economic Development Strategy that was previously discussed by Secretary Walker and she noted that this is the first time in nearly two decades that a plan like this has been developed. She also emphasized that both the Secretary and the Governor are excited about this plan and really want to use it as a blueprint for making Pennsylvania the best it can be. She noted that there is a new business attraction website that DCED just launched where you can find a link to the 10-year plan along with other economic development services. She highlighted that the plan is looking to invest in economic growth and open doors for opportunities for all Pennsylvanians. She also noted that there is a workforce development section within the plan specifically looking at some of the challenges in workforce. Ms. Ross also noted that in the Governor's budget proposal there is a \$2 million increase for their foundations and industry training program. She highlighted that part of that funding is may be used for creating pilot programming and encouraged any board members who have innovative programming that could be scaled regionally or Commonwealth wide, to reach out to her. She emphasized that they are currently in the planning stages of this so that when the budget is passed in June they can start this work. She ended by again encouraging anyone interested to reach out to her.
- **Russell Redding, Secretary of the PA Department of Agriculture (PDA)**
Deputy Secretary Lisa Graybill spoke on behalf of Secretary Redding. She began her report by echoing the enthusiasm of the other agencies about the Governor's budget proposal. She highlighted that agriculture has been named one of the five pillars in the economic development plan. She noted that the Governor's budget includes \$10.3 million in agriculture and conservation funds, and additional dollars to establish a state laboratory in Western Pennsylvania which would join the three other labs from State College to East Pennsylvania. She noted that they are hopeful that the 25 counties to the West will benefit from a Western lab. She highlighted that labor continues to be a challenge in the industry but they are working to connect the industry with the workforce system, L&I, and the local workforce development boards to address this. She also highlighted that one of their initiatives in addressing this has been the agriculture apprenticeship and pre-apprenticeship programs. She noted that the Center for Dairy Excellence has registered a new dairy labor pre-apprenticeship program which will help strengthen the pathway into the dairy industry. She highlighted that there are now a total of eight agriculture apprenticeships and three agriculture pre-apprenticeships. Deputy Secretary Graybill also highlighted that Penn State Extension is in the process of registering an apprenticeship and the department is working closely with other groups interested in forming apprenticeships and pre-apprenticeships and exploring apprenticeship opportunities around organics and conservation. Deputy Secretary Graybill noted that the Pennsylvania Commission for Agricultural Education Excellence has an agriculture education branding campaign that is working to develop agriculture and literacy materials to display the different Agriculture Food Natural Resources (AFNR) career pathways. She also highlighted that they are working on a community college initiative and their 2023 agriculture

education final report is being finalized and will be posted to the PDA website for public viewing. Deputy Secretary Graybill also highlighted the department's recent workforce listening sessions. The department in collaboration with the Workforce Board's Agriculture committee, hosted a workforce listening session at this year's Pennsylvania Farm Show. She noted that the event was well attended and focused on various workforce needs and challenges across the industry. She emphasized that they were thrilled to have all the board staff in attendance and a couple legislators attend as well. She also highlighted that the department hosted a similar listening session at the Mid-Atlantic Fruit and Vegetable Conference. She noted that this session focused a bit more on the H2-A and season farm labor programs but was just as engaging as the Farm Show listening session. She highlighted that the 2023 Youth in Ag awards were granted last month. She also highlighted that the Office of Foreign Labor Certification has published the 2024 H2-A adverse effect wage rate (AEWR). She noted that AEWR is at \$17.20 and is a \$0.65 increase from 2023. Lastly, Deputy Secretary Graybill highlighted that the department is in the midst of planning two farm city day events. PDA will be hosting these events in may and they will give students who have little exposure to agriculture a chance to learn about the industry and the various careers within it. She noted that the first event will take place at the Farm Show Complex on May 8th-9th and the second event will take place in Philadelphia at Fox Chase Farms on May 29th. She highlighted that they are working to invite and engage local schools and other youth programs in these areas and noted that if anyone is interested in getting involved to reach out.

- **Jason Kavulich, Secretary of the PA Department of Aging**

David Miles spoke on behalf of Secretary Kavulich. Mr. Miles did not have any additional agency updates other than what was presented in the briefing book.

- **Laurel Harry, Secretary of the PA Department of Corrections**

Dorenda Hamarlund spoke on behalf of Secretary Laurel Harry. She began her report by updating the board on the Department's partnership with Philadelphia Works. She noted that since they've started in July, they have had 149 participants and in January they requested to double the meetings they hold. In addition, she highlighted that they have also partnered with Beyond Literacy in Philadelphia in a combined effort with Philadelphia Works and PA CareerLink®. Beyond Literacy is bringing a mobile unit to one of their district offices so that reentrants are able to get literacy assistance and PA CareerLink® services. They have been able to expand to a second office and hope to expand to more offices in the future. Dorenda Hamarlund emphasized that the Department is incredibly grateful for the partnership with Philadelphia Works. She also highlighted that the Department has been able to start their project with the Alline Salon Group. She noted that they have over 110 salons in Pennsylvania and will be working with the Department to provide individuals jobs pre and post release. Dorenda Hamarlund noted that they have kicked off that project in all the state correctional institutions on February 1st. She highlighted that they would love to expand with other employers in the future and is something they are looking to explore.

Shea Zwerver noted that on Page 35 of the briefing book it shows that they engaged 149 people through their Philadelphia Works partnership but only one of them was placed in employment. She asked if there was any feedback on what the barriers may be. Dorenda Hamarlund noted that that is something they are looking to increase and that most of the workshops have been focused on getting them ready to get jobs so they are hoping to see an increase in the number of those placed in employment. She also highlighted that majority of the people that are coming in for

services are already working and are mostly looking to upscale or get more services so not all of them are unemployed.

Chair's Updates:

Chair Wiltrout highlighted for the Board that he recently got the chance to go to D.C. and get together with other states at the National Governors Association meeting. He noted that there were 33 states represented there by their workforce members and they were able to discuss best practices, challenges, and they also had a chance to talk to the federal government about their priorities for workforce. He noted that something he hopes to do here in Pennsylvania, is share some of the best practices happening across the state and across all the local boards. He highlighted that Colorado is doing something similar and they have built a website around sharing this information. Chair Wiltrout noted that he and Executive Director James Martini are working to build a team together to take a look at some of the best practices for job-training programs across the state. He also highlighted that one of the challenges emphasized for them in D.C. was that only 8 percent of businesses across the country are utilizing workforce programs like PA CareerLink®. He noted that in September, the US Department of Labor (USDOL) did provide guidance allowing states to use some funds through WIOA to support outreach and engage businesses and job seekers. He highlighted that he and Executive Director James Martini are looking into how the Board can give guidance to the local boards on utilizing WIOA funding for outreach and marketing. Chair Wiltrout also noted that they were able to hear what USDOL's priorities are for workforce. He noted that there were four priorities. The first was vulnerable populations and he highlighted that they want to be responsive to community needs. The second was establishing new industry partnerships, the third was the future of work and its emerging challenges. And the last priority was what they referred to as the care economy. Chair Wiltrout explained that the care economy refers to mental health, the elderly, and looking at individuals dealing with substance abuse disorders. Chair Wiltrout ended his update by highlighting that it is his goal in 2024 to visit all 22 local workforce board meetings and emphasized that he is looking forward to attending those.

John "Ski" Sygielski noted that he was surprised at only 8 percent of businesses across the country engaging with workforce programs. He asked if there may be any other reasons for that being so low or any other ways to increase that number? Chair Wiltrout emphasized that increasing outreach and marketing tools is important but also making sure to partner the local workforce boards with the local chambers of commerce. He also emphasized that everyone on the board can be salespeople for the workforce programs and the system as a whole.

Jennifer Wakeman asked if there was a specific committee on the board that would be the one to sort of drive this messaging on outreach and marketing? Chair Wiltrout noted that he will be asking shortly for board members to join a subcommittee on identifying best practices across the state and looking at ways to market these practices. He noted that right now, he is working with Executive Director James Martini to look at what they can actually do with WIOA funding for outreach and marketing.

Executive Director James Martini also noted that the guidance put out by USDOL is in the Training and Employment Guidance Letter 03-23 (TEGL 03-23) and highlighted that for a long time in workforce, outreach was allowed but states were to refrain from calling it marketing. He highlighted that this is the first time he is aware of that the USDOL explicitly uses the word "marketing" in the TEGL and noted that it is a bit of a paradigm shift on what USDOL are allowing the state to do for the workforce system.

Workforce Development Board Committee Updates:

- **Apprenticeship & CTE Committee, Chair Angela Ferritto**

Chair Angela Ferritto began her committee update by highlighting that the Apprenticeship & CTE committee has been doing a lot of work since the last Board meeting. She noted that over their past few meetings, they have worked to have a discussion around how they can understand the current state of registered apprenticeships in Pennsylvania. She emphasized that if anyone is interested in joining the committee they would love to have them. Chair Ferritto noted that in the upcoming year, they are going to focus their work on increasing nontraditional and underrepresented populations participation in CTE's registered pre-apprenticeships and registered apprenticeships. She emphasized that their work seems to be in align with what a lot of Departments are also doing and it was exciting to hear about their work. She noted that the committee also wants to strengthen the coordination and alignment between CTCs, registered apprenticeships and registered pre-apprenticeships. She also highlighted that they want to share the best practices from employers who have embraces registered apprenticeships to increase the use of the model and also increase the use of registered apprenticeships in nontraditional sectors and occupations. She emphasized that all of these priorities were discussed at length with the committee to ensure that all the viewpoints were encompassed in the priorities.

Chair Ferritto then highlighted the Committee's recommendation to commission research on state registered apprenticeships and registered pre-apprenticeships in Pennsylvania in order to continuously improve Pennsylvania's efforts to expand opportunities for individuals and companies to benefit from these programs. She noted that they are asking that the Pennsylvania Workforce Development Board procure a vendor to evaluate the impact of investments made in registered pre-apprenticeships and registered apprenticeships. She highlighted that the evaluation could include but is not limited to, career outcomes, wages, employment retention, etc. She highlighted that the selected vendor should work with the Board's Apprenticeship & CTE Committee, the Pennsylvania Apprenticeship and Training Office, the Bureau of Career and Technical Education, and the Office of Postsecondary and Higher Education at PDE to refine the scope of the research and determine the data to use in the evaluation and what is missing.

Debra Caplan commended Chair Ferritto and the Apprenticeship & CTE Committee for their work here. She noted that it could be helpful to add specifically looking at evaluating the streamlining of registration requirements and reporting requirements. Chair Ferritto noted that addition down and highlighted that their hope for this research is to just get a baseline of where we are in Pennsylvania so that the committee can then move on to tackle some of these issues raised. Executive Director James Martini also added that with the vendor engaging with the committee as well as these different departments to refine the scope, it is likely that issues like this will work their way into the research as this process goes on.

MOTION: Chair Wilttrout called for a motion for the recommendation on having a vendor to commission research on the state registered apprenticeship and pre-apprenticeship programs. The motion was made by Joseph Welsh and seconded by Mike Wojewodka. It passed unanimously.

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

Chair Chekemma Fulmore-Townsend began her committee report by highlighting that they have been focused on learning and gaining information around the Pennsylvania Longitudinal Data System (PALDS) as well as Career Ready PA to understand how the different local workforce

boards are pushing towards the new graduation requirements as it relates to career readiness. Chair Fulmore-Townsend also noted that her and Michelle Lengel will be looking further into the proposed rule for TANF. Chair Fulmore-Townsend then introduced the committee's recommendation in relation to the PALDS. She explained that the Youth Committee is recommending that the PALDS form a project in their purview on Pennsylvanians that have utilized youth programming in the Commonwealth and look at the employment and educational outcomes for those individuals during K-12 and postsecondary. She noted that they encourage PALDS to work with the Youth Committee to further refine the goals and outcomes of the project. **MOTION:** Chair Wiltrott called for a motion for the recommendation on the PALDS research proposal. The motion was made by John "Ski" Sygielski and seconded by Debra Caplan. It passed unanimously.

- **Education Workforce Committee, Chair Tim James**

Chair Tim James began his Committee report by highlighting that the committee met recently and is currently in the process of organizing a bit further. He noted that the Committee has identified a couple of areas they want to focus on including, qualifications and the quality of the job. He highlighted that they are currently establishing leaders and members for working groups around these areas. He noted that another thing they are focusing on is making communication a bit easier since there is a lot of research and a lot of reporting out happening right now. He noted that they are going to be setting some goals for each of their working groups and hope by the next full Board meeting to have made some progress on those goals to report out.

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

Chair John "Ski" Sygielski began his Committee report by highlighting that they have included a summary of the big issues the committee plans to engage with its employers on in the briefing book. He highlighted that they will be focusing on how they can best access and utilize the workforce development system. He also noted they want to work with them to see how they can better engage K-K12 to cultivate those job skills that are needed and also look to better understand how they can help them appeal to the new generation of employees who are a little different than some of the older generations. He emphasized that they have a very active and engaged committee and he is looking forward to seeing some results through these goals they have set. He ended by thanking Executive Director James Martini and Deputy Director Michelle Lengel for their work in helping them be successful.

- **Barrier Remediation Committee, Chair Shea Zwerver**

Chair Shea Zwerver began her Committee report by giving a shout out to her co-chair Mohona Siddique who is working with her to lead this committee. She noted that so far the committee has met twice as it is a newer committee to the board. She highlighted that they have worked hard to reach out to people beyond the sphere of workforce development and bring people in from academia and the private sector. She noted that most of their focus right now has been on level setting. She highlighted that at the Committee's second meeting they did an interactive session on the Barrier Remediation sub-goals within the WIOA state plan and looked at what goals people were personally interested in and what they had professional experience in. She noted that they meet the first Friday of every month and their next steps will be to determine which sub-goals they want to prioritize and address first. She highlighted they may also look at what some short-term and long-term achievements look like for those goals.

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

Executive Director James Martini gave the Committee report on behalf of Chair Brian Funkhouser. He highlighted that the committee has spent most of the beginning of this year and part of the end of last year trying to prioritize top issues for the committee to focus on. He noted that they did a couple rounds of surveys and were able to come to three topics that were most important. He highlighted that two of them, overlap with a lot of the discussion from other areas as well. Those two were increasing partnerships between local workforce development boards and PA CareerLink®, and local chambers of commerce and economic development and, targeting outreach to underserved communities, including, refugees, justice-involved individuals, persons with disabilities, etc. The last topic was improving outreach to better partner with industries that can benefit from PA CareerLink® services; particularly those industries that may have not been engaged with quite as well in the past. Executive Director Martini highlighted that a lot of the Committee's focus aligns well with the overall sense of where the Board and system is already headed.

- **Reentry Committee, Chair Debra Caplan**

Chair Debra Caplan began by highlighting that the Reentry Committee has done several things moving into 2024. First, she noted that the Committee also did a survey to lay out what the priorities should be for the Committee. She highlighted that from that survey the committee established three priorities: license/ids for reentrants, programming offering education and training for those still in prison, and Local Workforce Board and PA CareerLink® training on reentry. She noted that the committee does still have seven other priorities but they are focusing on addressing these three first. Chair Caplan also highlighted that the committee has spent some time on a mission statement which they included in the briefing book and will help guide the Committee in what they are trying to accomplish.

Chair Caplan then introduced the Reentry Committee's first recommendation regarding government issued IDs or licenses. She noted that there are significant barriers to employment when people are released from correctional facilities without proper identification and it affects all of the social determinants of health. She highlighted that the Committee wanted to acknowledge that there are a number of counties that have agreements with the Pennsylvania Department of Transportation (PennDOT) and are working to ensure that reentrants have the proper identification pre-release. She noted that the Committee is strongly encouraging other counties to consider similar agreements and that the Committee work with DOC and PennDOT to develop a toolkit for counties.

MOTION: Chair Wiltrott called for a motion on the Committee's recommendation on IDs and working with PennDOT to utilize this across all counties. Angela Ferritto made the motion and Dorenda Hamarlund seconded. The motion passed unanimously.

Chair Caplan then introduced the Committee's second recommendation on strongly encouraging local workforce boards to hold at least one or more pardon related initiatives over the next year. She highlighted that pardons granted allow for individuals to earn additional wages and allows them to get better employment. She noted that there is already a lot of great work being done in this space and that the committee hopes that boards could partner with community partners, including local reentry coalitions and offices of probation.

Joseph Welsh asked if a pardon includes an expungement of the record? Executive Director James Martini explained that the answer is a bit complicated but it is on the right track to say after a

pardon a person can receive an expungement. He also noted that if this is something the board would like to know more about, there are people that can come to talk about everything that is involved with pardons and expungement and what that process looks like. Chair Wilttrout asked if there are any local workforce boards across the state that are doing a great job of having these events? Kristina Gonzalez noted that there are a couple examples of events held by local boards included with the recommendation but a more detailed look into different events in different local workforce areas can be found on the Philadelphia Lawyers for Social Equity website. Crystal Houser also added that the Bureau of Workforce Partnership & Operations provides training for PA CareerLink® staff across the state and they will be having people from the Pardon Project go over the pardon process during interval training. She highlighted that that information will be presented to about 550-700 field staff across the state's PA CareerLink® centers.

MOTION: Chair Wilttrout called for a motion on the Committee's recommendation on encouraging local workforce boards to have at least one or more pardon related events throughout the year. John "Ski" Sygielski made the motion and Joseph Welsh seconded. It passed unanimously.

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

Dan De Lellis gave the Committee update on behalf of Chair Matt Yarnell. He began by noting that one of the committee's goals was to become even more grounded in labor market information and data to get an understanding of issues and support for setting priorities. He highlighted at their last meeting, they spent time going over an occupational data file on direct care and similar level healthcare occupations which was prepared for them by the Center for Workforce Information and Analysis (CWIA). He noted that the committee found this information to be useful and helped them in beginning to frame out additional priorities. He noted that one of the key themes from the data discussion was that it seems that just about every healthcare occupation has some level of workforce related needs. He highlighted that they have an ongoing need at the direct care level as well as issues in the nursing level occupations with both workers in those jobs and instructors in nursing schools. Dan De Lellis highlighted that for next steps, the committee will focus in on which priorities are the most actionable and without losing sight of all of the other issues as well. They also intend to discuss a potential direct care training concept for the group at their next committee meeting. He ended by noting that the committee meets bimonthly.

- **Agriculture Committee, Chair Brian Campbell**

Kristina Gonzalez gave the committee update on behalf of Chair Brian Campbell. She began by highlighting that the committee has continued to work on its two main areas of focus: H-2A/H-2B & Language accessibility and training & awareness in the industry. She emphasized what Deputy Secretary Graybill highlighted with the PA Farm Show listening session. She noted that at that session, they had a lot of great discussion around H-2A/H-2B, recruitment and retention, as well as apprenticeship and on-the-job-training opportunities. She noted that they are working on creating a report from that session on all of the comments from that session. She also highlighted that the Committee has formed a working group around the H-2A and H-2B visa programs and they are working on creating a survey of users of those programs to get input on their experiences with those programs. She highlighted that the next steps for the Committee is to continue working on developing the H-2A/H-2B survey and form a subcommittee around training and awareness initiatives.

Kristina Gonzalez introduced the Committee's joint recommendation with the Healthcare Committee on encouraging state agencies to increase the language accessibility of all state exams for licensure and credentialing. She highlighted that this work is essential in eliminating the language barrier for those whose native language is not English and directly benefits critical industries like agriculture and healthcare that are already dealing with critical workforce shortages.

MOTION: Chair Wiltout called for a motion on the recommendation from the Agriculture and Healthcare Committee on increasing language accessibility in all state exams for licensure and credentialing. Debra Caplan made the motion and Angela Ferritto seconded. It passed unanimously.

- **Manufacturing Committee, Chair Mike Wojewodka**

Chair Mike Wojewodka began his Committee report by highlighting that the Committee has been focused on understanding and learning about the services currently provided across the Commonwealth. He noted that they have been focused on the Manufacturer's Resource Center, and the PA WEDnet program. He also noted that they spent their last couple meetings having presentations on the Office of Transformation and Opportunity and the PA WEDnet program. From those presentations, he highlighted that the Committee has put an emphasis on prioritizing how we can help manufacturers attract and retain talent. He noted that some of the barriers they have looked at are numeracy and math skills, transportation, and childcare. He emphasized that there is a lot of overlap with some of the other committees and one of their initiatives as a committee will be to look at how they can collaborate with the other committees.

- **Construction Committee, Chair Karen Masino**

Dan De Lellis gave the Committee report on behalf of Chair Karen Masino. He highlighted that the Committee is relatively new and some of the initial themes that the Committee has focused on are expanding career opportunities for young women in construction and building trades, getting the word out about careers in the building trades, and working past the long-standing stigmas of careers in the trades. He highlighted that the Committee is positive about the role of registered apprenticeships and pre-apprenticeships in developing career pathways in construction and building trades but they plan to also look into earlier engagement of younger students in schools. He noted that they hope to focus not just on the high school level but also middle school and even elementary school and look at ways to prepare students for the opportunities when they are ready to enter into apprenticeships and the workforce. He also highlighted that they are interested in exploring some of the existing models in place around Pennsylvania and plan to have some Industry Partnership related presentations at their Committee meetings. He ended by highlighting that the committee meets bimonthly and are still relatively a small committee. He encouraged any board members interested in construction or the building trades to consider joining the committee.

Public Comments: There were no public comments.

Additional Board Updates:

Executive Director James Martini noted for the Board that they will be reaching out to Board members to double check their contact information for the annual report to the State Legislature. He emphasized that this list will be a public facing document so they want to make sure all of the board members' information is correct. He also highlighted that the next full Board meeting will be in May and will be held in Pittsburgh.

He noted that more details on that meeting will be sent out. He also highlighted that May 1st-3rd is the Pennsylvania Workforce Development Association's 2024 Annual Conference. Executive Director of the Association, Carrie Amann, highlighted that the conference brings together professionals from across the workforce development system and other representatives as well. She noted that they have a variety of workshops and also have employer and staff awards for the best of the best examples of how to best serve customers. She ended by encouraging anyone looking to learn more to reach out.

Final Remarks & Adjournment:

Chair Wilttrout sought a motion to adjourn.

MOTION: John "Ski" Sygielski made the motion. Mike Shirk seconded. It passed unanimously.

Quarterly Meeting Agency Update

May 7, 2024

Agency: Department of Labor & Industry – Workforce Development

Apprenticeship & Training Office (ATO)

Sector Strategy: ATO partnered with Deloitte to build an outreach survey for the agriculture, health care, and technology sectors in which it will work strategically with stakeholders and partner agencies, including PA Workforce Development Board, Bureau of Workforce Partnership Operations (BWPO) and PA CareerLink®, to share with industry experts in the coming months. The effort's is to develop a more complete understanding of the targeted industries' needs and how best to use apprenticeship in meeting them now and in future. Once complete, ATO will prioritize results and begin offering apprenticeship as a solution to organizations that express an interest. Additionally, the survey will help identify subject matter experts in hopes of forming committees designed to help build apprenticeship templates and expedite the growth of these new sector programs across the state. Finally, ATO is working with other Commonwealth agencies, such as the Office of Administration and the Department of Labor & Industry's Center for Workforce Information and Analysis to design public-sector apprenticeship programs within Pennsylvania state government.

Teacher Apprenticeship Initiative: As a continuation of the Teacher Apprenticeship Initiative awarded in February 2024, ATO will release between \$4,200,000 and \$5,000,000 through a second notice of grant availability (NGA). The initial initiative secured a contractor to develop a registered apprenticeship (RA) framework, create a pathway for individuals (concentrating on paraprofessionals) to become certified educators, create a sustainable funding plan to support long-term programming, help conduct outreach, and create a package for school districts to adopt and use. Upon the completion of the RA framework, this second NGA will be made available with the opportunity for school districts to apply and develop their local apprenticeship program by adopting and customized the framework(s) created during Teacher Apprenticeship Initiative 1.

Center for Workforce Information & Analysis

High Priority Occupations: High Priority Occupations (HPOs) are one component of Pennsylvania's industry-driven approach to workforce development. HPO lists align workforce training and education investments through the PA CareerLink® with occupations that are in demand by employers, have higher skill needs and are most likely to provide family sustaining wages. In late March, CWIA released the Draft 2024 HPO lists by Workforce Development Area. A petition period is now open through June 7 in which a local Workforce Development Board can document the need for additional occupations to be included on their final 2024 HPO lists. Combining statistical data with regional expert input allows for a more complete picture of the actual workforce needs in Pennsylvania.

Workforce Information Forum: To showcase labor market information (LMI) and highlight available tools/services, CWIA partnered with the Westmoreland/Fayette Workforce Development Board to host a Workforce Information Forum. The forum, held April 3 and 4 at Westmoreland County Community College, was targeted to workforce staff, economic developers, and educators. It focused on basic LMI data and the application of this data in serving customers. Approximately 70 attendees participated in the two-day event. A similar event is being planned for the Fall in the eastern part of the state.

Data Dashboards: In March, customers may have noticed new and improved versions of four of CWIA's most popular data dashboards. These dashboards highlight data on job posting trends, unemployment

compensation claims activity, older worker industry statistics, and labor force characteristics. Other dashboards will be given a new look and additional dashboards will be launched in the coming months.

Bureau of Workforce Development Administration

Building and Supporting a Certified Teacher Registered Apprenticeship Program: On January 10, 2024, Governor Shapiro announced a \$379,000 grant to Central Susquehanna Intermediate Unit to develop an apprenticeship program for teachers – a first-of-its-kind effort to address staffing shortages in Pennsylvania schools and create earn-as-you-learn opportunities for individuals interested in careers as certified elementary and secondary teachers.

L&I and the Pennsylvania Department of Education partnered to address Pennsylvania’s teacher shortage in early 2023 by expanding the apprenticeship model in the education sector through the creation of the Certified Teacher Registered Apprenticeship Program in Pennsylvania (TAP.PA). TAP.PA aims to provide training for individuals like paraprofessionals and teachers’ aides who want to become certified elementary and secondary teachers.

Digital Literacy and Workforce Development Grant (Round 5): On February 20, 2024, L&I announced the availability of approximately \$5,000,000 in funding for the Digital Literacy and Workforce Development Grant (DLWDG) Round 5, to include awards of up to \$100,000 per project. The purpose of this grant is to enhance the digital literacy skills necessary for securing and maintaining jobs and careers offering family-sustaining wages, including job search capabilities and access to employment postings. To ensure equitable access to employment, it is necessary to increase digital literacy skills, particularly in communities in need. This funding will allow the department to meet a critical workforce barrier for individuals seeking employment.

Veterans Employment Grant: On January 29, 2024, L&I announced \$600,000 in funding has been awarded to three workforce development projects to connect veterans with job opportunities and employment support in Pennsylvania counties with high unemployment rates for veterans. The Veterans Employment Program (VEP) initiative is designed to help veterans, members of all Reserves units and the Pennsylvania National Guard, and spouses of veterans and service members translate their military skills to civilian life. Grantees include the Chester County Intermediate Unit, NuPaths, LLC., and the Veterans Leadership Program.

Direct Care Worker Job Quality Notice of Grant Availability: On January 4, 2024, the Pennsylvania Department of Labor & Industry (L&I) announced the availability of \$2.8 million in grant funding to boost the ranks of Pennsylvania’s direct care workforce through improved wages and better career advancement opportunities. This grant focuses on job quality as a way of exploring the potential for systemic changes to this industry.

Workforce Deputate and Local Workforce Development Board Director Event: On March 5 & 6, 2024, hosted at the Montgomery Community College, directors, and deputy directors from all 22 local workforce development areas across the Commonwealth came together with Secretary Walker, Deputy Secretary Kuba, and other department and partner staff to collaborate on workforce development. Local workforce development board leadership is necessary to the implementation of L&I’s workforce development policy and practices, as well as for meeting the employers’ needs by building the workforce of today and tomorrow. This event provided directors and deputy directors the opportunity to interact with Secretary Walker and Deputy Secretary Kuba, and to meet with and discuss plans and priorities with the leadership of L&I’s workforce development deputate, as well as foster important interactions and sharing of best

practices. Approximately 30 L&I personnel from across the workforce deputation also participated in the event.

Bureau of Workforce Partnership Operations

PA CareerLink® Digital Intake: Last year, the Commonwealth prioritized using technology to streamline intake and service delivery to WIOA program participants. Since then, state workforce partners (e.g., L&I's CWIA, BWDA, BWPO, L&I's Office of Vocational Rehabilitation, and the Department of Human Services), the Commonwealth's Office of Equal Opportunity, and local boards have worked diligently in the development and implementation of the PA CareerLink® Digital Intake Form.

The implementation of the Digital Intake Form in all PA CareerLink® offices concluded in December 2023. Since, Pennsylvania is examining the data collected in local offices to analyze the one-stops' customer population and implement strategies to best serve them.

BWPO leadership is also in conversation with DHS to strategize how this data can be used to grow collaboration between the EARN Program and PA CareerLink® Programs.

BWPO presented on the Digital Intake Form to the Barrier Committee of the State WDB on April 5. The discussion generated excitement on how this data could enhance the customer experience through PA CareerLink® and allow local areas to see who they are not serving in their community and create targeted outreach to these communities.

From the pilot stage through April 22, 2024 more than 44,000 digital intake forms have been completed and captured in Pennsylvania's workforce development system of record.

ID.Me Kiosks: L&I's unemployment compensation system is installing ID.Me kiosks in PA CareerLink® locations across the state. Customers have been coming to PA CareerLink® to navigate the ID.Me process since the program's launch, and at sites where the kiosks are installed staff report an easier process for customers. Initial anecdotal information shows completion of ID.Me through the kiosks is significantly less time consuming for customers and staff.

UI Claimant Outreach: The UI Claimant Outreach Campaign aims to support the state and local areas in providing information and awareness to reconnect with individuals who have not returned to the workforce post-pandemic. A survey sent to 295,000 UI claimants, of which 5,000 were returned, helped identify barriers to returning to the workforce. Individuals requesting follow up were contacted by PA CareerLink® staff to provide help. Focus groups are being conducted with individuals who noted the following barriers on the survey: transportation, childcare, background checks, health concerns, and perceived age discrimination. The information gathered during this report is helping to inform barrier remediation strategies moving forward.

Quarterly Meeting Agency Update

May 2024

Agency: PA Office of Vocational Rehabilitation (OVR)

EMPLOYMENT OUTCOME STATISTICS

The following employment outcomes were achieved as of May 2024 for Vocational Rehabilitation Programs:

Program	Goal for the Program Year (PY 2023-24)	# of Successful Closures to Date	% of Goal Achieved for the PY
BVRS	5,455	3,459	63%
BBVS VR Program	263	136	52%

OVR has seen an increase in referrals and more success with Rapid and Sustained Engagement strategies, which moves cases quickly through application, eligibility and plan processes and ensures customers stay engaged throughout the life of their case to ensure better overall outcomes. The Independent Living Older Blind program has 541 successful closures in FY23-24 (YTD).

OVR Executive Director Ryan Hyde attended the Penn State AgrAbility Program Annual Meeting to share information on the farmers with disabilities that were served over the past year and what additional collaborations were being considered for the upcoming year. AgrAbility offers outreach, advocacy, and consultation to farmers with disabilities. AgrAbility will conduct an evaluation of the farm and the farmer and suggest accommodations that will allow the farmer to keep farming to the greatest extent possible. OVR then partners with the farmer to purchase and implement the accommodations. Common accommodations are lowered stairs for large machinery (tractors), quick releases for equipment, and personal mobility devices that allow the farmer to traverse uneven terrain or travel long distances.

Bureau of Special Education Director Carole Clancy and OVR Executive Director Ryan Hyde were asked to speak at the Council of State Administrators of Vocational Rehabilitation (CSAVR) national conference that was held in Bethesda in April. Carole and Ryan were able to share all the innovative practices and collaborations that are happening here in PA, to encourage other states vocational rehabilitation programs to focus on collaboration with their Special Education departments, and to find ways to be creative to impact the lives of students with disabilities as they make the transition from high school to work or post-secondary education.

Employer Partnerships

PWDA Award Winner - Niagara Cutter, LLC – Reynoldsville, PA

In the short time Niagara Cutter, LLC. has been partnered with OVR, the successful experience has led the provider seeking to invest more in creating opportunities and avenues of success for students with disabilities. Niagara Cutter has set a goal to assist students from the surrounding school districts in gaining hands-on experience in the field of manufacturing and will continue to partner with OVR to offer these students Paid Work Experiences (PWEs) and Community Work Instruction. They have also been in contact with the Commonwealth Technical Institute at the Hiram G. Andrews Center (HGAC) to continue expanding opportunities for externships and including HGAC students in Community Work Instruction programs.

For the upcoming 2024-2025 school year, Niagara Cutter and OVR plan to offer a non-permanent On-the-Job Training (OJT) along with the local Vo-Tech program to allow students opportunity to gain experience in their field, as well as provide them with a valuable reference that they will be able to use in their career exploration after high school graduation. The successful start of this new partnership has created potential opportunities high school students to gain experience, skills, and opportunity for full-time employment. OVR looks forward to the continued partnership to enhance the workforce in rural PA.

Summer Programs

Commonwealth Summer Internship Program

OVR continues to partner with the Office of Administration (OA) to place college students with disabilities in internships for the summer. New for 2024 there are expanded opportunities statewide opposed to just in the larger metropolitan areas across a variety of different commonwealth agencies. OVR is always looking for additional employer partners to place students with disabilities that allow students to expand their employment opportunities. The program will begin on June 3 and end August 9, 2024. If your agency is interested in taking a paid intern (with OVR providing the wage reimbursement) please reach out to danmckinne@pa.gov.

MY Work (MY = Municipalities + Youth)

MY Work is an OVR-funded summer jobs program in which OVR partners with local municipalities, non-profits, and Community Rehabilitation Providers (CRP) to help connect students with disabilities to jobs within their local communities. This summer, OVR plans to have an estimated 1,000 students participate in the MY Work program. We are also looking to expand to all 67 counties across the Commonwealth for summer of 2024, in addition to developing MY Work programs specific to students with blindness and visual impairments. If you are interested in becoming a Work Based Learning Experience site, please reach out to Dana McKinney at danmckinne@pa.gov.

Summer Academies

The Bureau of Blind and Visual Services (BBVS) is administering two Summer Academies at Penn State University Main campus this summer for students entering 9th, 10th, 11^h or 12th grade. These programs will focus on students who are blind or visually impaired or deaf/hard of hearing who will be pursuing college after high school graduation. Programing focuses on assistive technology, accommodations, study and note taking skills, and this year will also include sessions on Artificial Intelligence.

Two additional Pre-Employment Transition summer academies that will take place this summer on the campus of the Commonwealth Technical Institute at the Hiram G. Andrews Center, located in Johnstown. The Access, Planning and Strategies (APS) will train on building skills necessary successful transition from high school to work or post-secondary education scheduled for the end of June and the Working on Readiness for Careers (WORC) opportunities to engage in interactive psychoeducational groups and experiential community activities related to successful work readiness, to be held at the end of July.

INVEST PROJECT

OVR's Subminimum Wage to Competitive Integrated Employment (SWTCIE) Grant, Integrated Vocational Engagement & Support Team Project has launched this Spring. A multi-day kickoff event will be held with OVR's partners Sheetz, Achieva, PA Family Network, National Disability Institute, and Temple University. The InVEST Project will include services such as community-based work assessments, benefits planning, and transportation. In addition, the project will deliver wrap around services that are unique to the

individual's and their family's needs. The goal of this \$13.9M model demonstration grant is to assist individuals who are engaged in, or may be considering, subminimum wage employment to move into competitive integrated employment (CIE). PA statistics represent approximately 10% of the national total of individuals participating in sub-minimum wage employment.

PATHWAY TO PARTNERSHIP GRANT

The Pathways to Partnership (PTP) Disability Innovation Fund (DIF) Grant has been underway since October, first focusing on program development, composing memorandums of understandings (MOUs), forming, and meeting with the advisory committee and gathering the baseline information of the goals. The goal of this grant program will expand work-based learning experience opportunities and comprehensive transition planning for students with disabilities and offer professional development opportunities for a diverse group of stakeholders. This includes individuals with disabilities and their support networks, employers, staff from the Office of Vocational Rehabilitation (OVR), Office of Developmental Programs (ODP), Pennsylvania Department of Education (PDE), Pennsylvania Training and Technical Assistance Network (PaTTAN), Local Education Agencies (LEAs), Intermediate Units (IUs), and Centers for Independent Living (CILs).

COMMONWEALTH TECHNICAL INSTITUTE at the HIRAM G. ANDREWS CENTER

The Commonwealth Technical Institute (CTI) at the Hiram G. Andrews Center (HGAC) served a total of 1,225 customers through programs and services in 2023. Nearly 2,000 potentially eligible students were engaged through numerous Pre-Employment transition services this past year, and the cohort of 2023 graduates achieved 75% employment rate per OVR requirements and 69% employment per accreditation standards.

The Spring 2024 term welcomed 78 new students into CTI training programs alongside all 100+ continuing students, 60 students into the Center for Occupational Readiness (COR) and 10 students in the Cognitive Skills Enhancement Program (CSEP.) Additional customers are admitted weekly into Vocational Evaluation and daily into the Center for Assistive and Rehabilitative Technology (CART). With over 500 current active customers, the total served on a daily exceeds 300. To expand training opportunities and better serve current and anticipated students, CTI at HGAC is exploring the option to transition and diversify several training programs as workforce development programs. The expansion will minimize entrance requirements, shorten the length of training, increase stackable credentialing opportunities, and increase employment options. Under this model, the identified programs would evolve into customizable workforce preparation and workplace skills training for customers for whom the licensed/accredited program may not be a desirable or appropriate option to meet their employment goals.

A new focus for 2024, HGAC is prioritizing innovation by launching a media campaign and advertising via watch billboards, airways, and social media promoting CTI at HGAC. CTI at HGAC will customize a Pre-Employment Transition activity and tour for small groups, upon request. Most recently, a group of 51 participants from Intermediate Unit 6 visited this past March. A group of high school students from the greater Johnstown area participated in a successful Job Shadowing Day as well.

In April of 2024, HGAC hosted its annual Autism Awareness and Acceptance Walk and Resource Fair. HGAC Staff and students were joined by more than 400 autism-support students, community stakeholders, and educators from 15 Pennsylvania schools. This event is held annually to celebrate autism awareness and showcase the state-operated facility's offerings of postsecondary education, pre-employment transition and support services designed for people with disabilities.

OVR Case County by Category

County Name	OVR Current Open Cases by County As of 4/09/2024	OVR - Vocational Rehabilitation (VR) PreETS Open Cases by County As of 4/09/2024	OVR Potentially Eligible (PE) PreETS Active Cases by County As of 4/09/2024
Adams	235	97	95
Allegheny	5,268	2,264	952
Armstrong	317	172	589
Beaver	645	238	529
Bedford	212	66	379
Berks	1,144	449	1,401
Blair	942	290	647
Bradford	148	86	151
Bucks	637	275	736
Butler	868	384	795
Cambria	654	315	386
Cameron	23	11	8
Carbon	182	33	108
Centre	366	138	604
Chester	641	281	468
Clarion	103	50	261
Clearfield	396	166	157
Clinton	83	23	63
Columbia	204	53	131
Crawford	329	163	320
Cumberland	544	246	435
Dauphin	873	365	590
Delaware	1,030	361	597
Elk	172	76	97
Erie	1,343	609	1,039
Fayette	452	93	581
Forest	43	36	386
Franklin	290	115	134
Fulton	46	26	73
Greene	118	68	98
Huntingdon	207	105	313
Indiana	232	80	182
Jefferson	173	83	78
Juniata	46	22	88
Lackawanna	1,023	485	801
Lancaster	1,254	439	450
Lawrence	390	121	473
Lebanon	269	122	426
Lehigh	779	206	343

County Name	OVR Current Open Cases by County As of 4/09/2024	OVR - Vocational Rehabilitation (VR) PreETS Open Cases by County As of 4/09/2024	OVR Potentially Eligible (PE) PreETS Active Cases by County As of 4/09/2024
Luzerne	1,332	465	1,297
Lycoming	659	209	214
Mckean	145	64	52
Mercer	459	239	923
Mifflin	91	44	68
Monroe	342	155	207
Montgomery	1,165	390	867
Montour	60	17	126
Northampton	679	194	413
Northumberland	301	113	263
Perry	110	64	58
Philadelphia	2,544	714	1,505
Pike	250	140	116
Potter	87	33	24
Schuylkill	486	163	883
Snyder	118	46	92
Somerset	271	65	60
Sullivan	15	8	20
Susquehanna	176	114	159
Tioga	207	80	117
Union	73	18	126
Venango	184	85	318
Warren	143	44	170
Washington	835	453	373
Wayne	240	114	126
Westmoreland	822	262	681
Wyoming	149	97	81
York	1,506	529	715
Total	36,130	14,131	26,018

Quarterly Meeting Agency Update

May 7th, 2024

Agency: Education

Educator Workforce

Recruiting and retaining teachers is a top priority. PDE is working collaboratively with leaders in the education field to ensure there is a robust pipeline of educators in place to provide a high-quality education to learners of all ages across the Commonwealth.

- On April 10, Governor Josh Shapiro announced that the application period of the new student teacher stipend application, the PA Student Teacher Support Program, would open on April 11. The program provides up to \$15,000 to eligible student teachers. Administered through the Pennsylvania Higher Education Assistance Agency (PHEAA), the program will help address the teacher shortage in Pennsylvania and fill staffing gaps for critical education positions.
- On April 19, PDE announced that \$1.5 million in grant funding is available to help schools create learning opportunities that will bolster the Commonwealth's next generation of special educators. The 2024-2026 Developing Future Special Educators grants are available to local education agencies, including school districts, approved private schools, career technical education centers, charter schools, cyber charter schools, intermediate units, and institutions of higher education.

Career Ready PA Coalition

In March, the Career Ready PA Coalition featured best practices with the education/workforce collaborative TiogaWORKS, as well as clean energy career pathways through the Clean Energy Center at the Pennsylvania College of Technology and the PA Department of Environmental Protection. The April session featured best practices from the 21st Century Community Learning Centers grants with career readiness after-school youth programs from the United Way of Mercer County and the Nita M. Lowey Cohort 11 in Bucks County. Spring sessions will include the Partnership for Career Development and biotechnology/nanotechnology pathways through Harrisburg University and the Philadelphia Science Center. Remake Learning Days highlighted the May 2-22 statewide festival and collaboration with the PA Department of Agriculture in the Career ready PA Backpack Challenge, providing students an opportunity to earn a digital career portfolio artifact at over 577 events statewide.

Title II Adult Education

Since July 1, 2023, the beginning of the program year, PDE-funded adult education and family literacy programs have served more than 18,200 students. Of those 52.6 percent are ESL students. Another 39.3 percent placed at below a 9th grade level in math and/or reading. These students have attended an average of 47 hours despite significant barriers such as lack of childcare, lack of transportation, irregular work schedules that conflict with class schedules, and poor access to broadband and technology.

PDE and L&I have partnered to develop online training to equip workforce development staff with the knowledge and skills needed to support customer co-enrollment in multiple WIOA programs. The

[Workforce Staff Training website](#) features strategies and best practices in how to effectively and efficiently support customers to meet their education and workforce goals by collaborating with other workforce development system partners. This project has strong interagency collaboration for training content development, an on-demand format, and a focus on training content to meet the needs of staff in all six WIOA core programs.

Libraries

Library staff continue to work with L&I to plan cross-training so staff at PA CareerLink® know about library services and staff at public libraries know what services PA CareerLink® offers. The library advisor position that focuses on accessible adult services, including workforce has been filled. Reminder that online resources from [POWER Library](#) support all Pennsylvanians and can be used by workers who are applying for work or want to advance in their current careers.

Career and Technical Education

The Bureau of Career and Technical Education will undertake 43 Approved Program Technical Evaluations in 2023 – 2024 with 50 percent of the reviews fully completed and the other 50 percent in process. These reviews provide guidance for improvement and technical assistance. The office has 25 Perkins reviews scheduled with 64 percent of the reviews completed or in process. To help address the educator workforce shortage the Office is supporting the development, launch, and sustaining of 56 Childcare and Supportive Services Management programs across 33 counties. In addition, the Bureau has supported the design and implementation of the General Education program with 12 programs approved, five programs needing final approval, and 10 programs in progress across 20 counties. The Bureau just updated the recognized industry credential list adding approximately 70 credentials to the list.

Quarterly Meeting Agency Update

May 7, 2024

Agency: Department of Human Services (DHS)

Office of Child Development and Early Learning (OCDEL)

Child Care Provider Conference

OCDEL hosted a free conference for child care providers March 25-26 at the Hershey Lodge. The conference, titled *Stable and Secure: Supporting Children through Trauma Sensitive Approaches*, focused on trauma-informed care sessions, well-being workshops, social emotional supports, and networking opportunities. Close to 500 providers participated. DHS Secretary Arkoosh and PDE Executive Deputy Secretary Fitterer provided remarks at the conference.

Early Childhood Education Equity Champion Awards

On April 24, OCDEL recognized more than 35 early childhood education teachers and providers during the third annual Equity I Early Childhood Education Champion Awards. Recipients from across the Commonwealth were awarded based on their ability to enhance equitable practices within their program as part of providing quality services for children and families, promoting strong starts and life-long benefits of education for all children.

Office of Developmental Programs (ODP)

Performance-Based Contracting and Waiver Amendments for the Consolidated, Community Living and Person/Family Directed Support Waivers and the Proposed Rates and Rate Setting Methodology

These two public notices were published in the *Pennsylvania Bulletin* on April 20, 2024. The public comment period is for 45 days and will end on June 4, 2024. Performance-Based Contracting includes performance standards that were developed to improve the quality of services and includes standards related to staff credentialing for direct support professionals and front-line supervisors.

Through American Rescue Plan Act (ARPA) funds, ODP began a direct support professional (DSP) credentialing initiative. This initiative is one part of ODP's plan to address workforce shortages. Research shows that staff retention is improved by credentialing and is a necessary step in professionalizing the DSP workforce. Through the National Association for Direct Support Professionals (NADSP) E-Badge Academy, 1000 DSPs have been credentialed in PA.

ODP has received accreditation for over 150 designated MyODP trainings which met the requirements toward the NADSP E-Badge Academy and are now identified on the MyODP website with the "NADSP Accredited DSP Training" icon. This gives both DSPs and front-line supervisors the ability to earn national certification while completing courses available through ODP. This encourages professional growth and development for DSPs and front-line supervisors. ODP is looking to have additional trainings accredited.

Office of Income Maintenance (OIM)

Supplemental Nutrition Assistance Program (SNAP) 50/50 Request for Application (RFA)

SNAP 50/50 programs are unique public/private partnerships between non-profit organizations, the United States Department of Agriculture, and DHS. Non-profit organizations use their own non-federal funds to provide career-specific skills training for people receiving SNAP benefits, and in return DHS passes through 50% federal reimbursement to the organizations. SNAP 50/50 program participants gain skills through program completion that help them get a job and excel in career paths like culinary arts, hospitality, banking, health care, and skilled labor.

DHS posted the SNAP 50/50 RFA on [eMarketplace](#) on 3/29/24. Solicitations are due 5/30/2024. Those awarded grants will be expected to begin (or continue) to serve SNAP Employment and Training volunteers with a grant start date of 10/1/2024.

Supplemental Nutrition Assistance Program (SNAP) Fiscal Responsibility Act (FRA) Able-Bodied Adults Without Dependents (ABAWD) Implementation

The SNAP program has benefit time limits and work rules for ABAWDs living counties which are not currently waived from those requirements. Prior to the passage of the FRA these rules applied to individuals up to age 50. With the passage of the FRA, age ranges for those subject to the ABAWD time limit/work rule have been rising incrementally since September 2023:

- Age 18 through 50 effective 9/1/2023
- Age 18 through 52 effective 10/1/2023
- Age 18 through 54 effective 10/1/2024

New exemptions from this requirement were also implemented with the law covering homeless individuals and veterans.

DHS implemented enhancements to the SNAP benefit delivery system in April of 2024 to add new federal exemptions for homeless individuals, military veterans, and former foster youth as well as the update to the ABAWD age limit. DHS is currently conducting a review to determine to whom these new federal exemptions can be applied, statewide. Because all counties, excepting Adams, Centre, and Chester are waived from the work rules until August 31, 2024 there will not be a significant immediate impact on SNAP ABAWD recipients. For those subject to the SNAP ABAWD time limit/work rule living in these three unwaived counties, DHS will review them for applicable state or federal exemptions, and due to a surplus of state discretionary exemptions, they will be treated the same as those living in waived counties through at least 8/30/2024 when the current ABAWD waiver expires.

DHS is currently working its SNAP ABAWD waiver request for FFY 2025, starting in September of 2024, and will provide more information on the results of this waiver process in the future.

Quarterly Meeting Agency Update

May 7, 2024

Agency: Department of Community and Economic Development (DCED)

DCED Workforce Development Programming

- **Workforce & Economic Development Network of Pennsylvania (WEDnet):**
 - 14,085 employees trained between January 1, 2024-March 31, 2024
 - 305 unique FEINs trained between January 1, 2024-March 31, 2024
 - \$3,727,505.50 invoices paid between January 1, 2024-March 31, 2024
- **Manufacturing Training to Career:** The Training to Career grant has awarded 26 grants so far in FY23-24, totaling \$4.3 million. Of the 13 awards, 10 projects are short-term training focused and three are awareness focused.
 - **Awareness** – Projects supporting the advancement of the manufacturing industry through the engagement of youth or those with barriers to employment in awareness building activities related to career opportunities in manufacturing.
 - **Training** – Projects resulting in short-term work-readiness training that lead to entry-level job placement for individuals with barriers to employment. These projects work collaboratively with local manufacturers to identify and teach missing essential skills for entry level applicants for existing or near future open positions.
- **Foundations in Industry Training (FIT) Grant Program:** DCED awarded \$3,149,087 in apprenticeship grants to support 16 companies/organizations.

Statewide Economic Development Strategy: DCED's FY24-25 budget was informed by the Economic Development Strategy. The critical investments in the budget will give DCED the tools to do what it needs to make true impact. The budget calls for \$600 million in total new and expanded investments.

- **\$500 million:** PA Sites Funding to bring more commercial and industrial sites to the commonwealth to help attract and retain existing business
- **\$25 million:** Main Street Matters program, to support small businesses and commercial corridors
- **\$20 million:** Support large-scale innovation efforts
- **\$3.5 million:** Create and launch the Pennsylvania Regional Economic Competitiveness Challenge

The strategy and more about our business attraction efforts can be found on our new business attraction website, PAGetsItDone.com.

PA Broadband Development Authority (PBDA): PBDA has been actively developing grant opportunities to promote broadband and digital equity efforts across Pennsylvania.

Program Achievements: From July 2023 to the present, the PA Broadband Development Authority has worked to achieve key milestones to fulfill its mission of closing the digital divide:

- As of August 10, 2023, the [Five-Year Action Plan](#) was reviewed and approved by the PBDA Board members. The National Telecommunication Information Administration (NTIA) approved the plan in October 2023.

- In February, NTIA approved [Volume I of the BEAD Initial Proposal](#). This volume outlines the existing broadband funding, unserved/underserved Broadband Serviceable Locations (BSLs), Community Anchor Institutions (CAIs), and the challenge process for the \$1.16 billion in BEAD funding.
- [Volume II of the BEAD Initial Proposal](#) has been submitted and is currently under review by NTIA. Approval is anticipated in spring 2024.
- [Broadband-Ready Communities \(BBRC\)](#) is an optional program designed to streamline the process of broadband deployment at the municipal level and encourage local community participation.
- A new PBDA logo and website were designed and launched in March 2024. The new logo and website can be viewed at <https://www.broadband.pa.gov/>.

Collaborations and Outreach:

- **Community Conversations and Roundtables** discussion included a robust stakeholder engagement plan in June. This plan encompassed 25 community conversations and 6 roundtable discussions across the state.
- **Educational Webinars:** Provided specifics on broadband infrastructure expansion and digital equity. Visit the [PBDA website](#) for [webinar recordings and presentations](#).

Workforce Development:

- The PBDA continues to work closely with internal and external stakeholders. On February 7, 2024, the PBDA, in partnership with the PA Dept. of Labor & Industry, provided a second webinar about the PA Prevailing Wage Process. The primary goal was to ensure our shared stakeholders have the support and resources needed to execute the BEAD-funded projects successfully. This webinar reviewed the PA Prevailing Wage Process, which is a crucial component for upcoming BEAD-funded projects. The webinar provided specifics on how to apply, implement, and utilize the prevailing wage rates. The recorded webinar and PowerPoint can be viewed on the [PBDA website](#).
- PBDA/DCED will be launching a SkillUp™ PA portal to provide resources for subgrantees for the BEAD and Digital Equity Plan. [SkillUp™ PA](#) is an online training program that offers over 7,000 courses at no cost to all Pennsylvanians and small businesses interested in enhancing their workforce.

Funding Programs:

- **Capital Project Funds-Broadband Infrastructure** project determinations and anticipated amounts were approved by the board on April 18, 2024.
- **CPF-Multi-Purpose Community Facilities Program** will offer \$45 million in competitive grants to community anchor institutions and units of local government for community projects to construct, acquire, or improve facilities that are, or will be open to the public and will directly enable work, education, and health monitoring at the respective facility.

The PBDA has posted a series of resources on this program:

- [Program Overview Webinar](#)
- [Electronic Single Application \(ESA\) navigation webinar](#) (utilized to apply to all PBDA programs)
- FAQ

The application window is open and will close on April 20, 2024. The following is a tentative timeline for the program:

- April – June 2024: Applications Reviewed
- July – August 2024: Awards Granted
- August – September 2024: Contracting Period
- September – October 2024: Construction Begins

Interagency Collaborations:

- **Empowerment Collaborative:** DCED is participating in an interagency collaboration to help increase student employment in the Appalachian communities. The Empowerment Academies began as a pilot effort in three West Virginia middle schools in the 2018-2019 school year. Empowerment Schools use the Simulated Workplace Environments principle to develop the skills students need to obtain, succeed, and advance throughout their education and career. Middle school students function as CEOs, managers, safety monitors, podcasters, event planners, political advocates, and other real roles that serve real needs.
- **Manufacturing Competitiveness Collaborative (formerly known as Pennsylvania Manufacturing Advisory Council):** The Collaborative is focused on driving long-term, transformational change at the state level. Team Pennsylvania gave an update on the \$750,000 grant from the Appalachian Regional Commission (ARC) to support the Collaborative, specifically, to accelerate technology adoption. The grant will also amplify and strengthen the Collaborative's efforts. The Collaborative will also focus on the supply chain as a strategic topic, with a critical next step being to define where state-level, cross-sector collaboration would add significant value. The next meeting is scheduled for June.
- **Industry Partnerships (IPs):** DCED continues to partner with L&I on IPs through participation on monthly Community of Practice calls with the IPs across the commonwealth and monthly partnership calls. Will also assist with the IP Summit scheduled for June.
- **2024 WIOA Goal Setting – Interagency Goals Groups:** DCED is a member of the following Board committee groups:
 - **Industry Partnership and Employer Engagement Committee**
 - **Manufacturing Industry Sub-Committee**

Quarterly Meeting Agency Update

May 7th, 2024

Agency: PA Department of Agriculture

Agriculture Apprenticeships and Pre-Apprenticeships

- There are 8 registered ag related apprenticeship programs and 3 ag related pre-apprenticeship programs.
- 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

- Agriculture Education Branding Campaign - working to develop ag ed literacy materials that display the different AFNR (Agriculture Food Natural Resources) industry career pathways
- Community College Initiative - Working to identify the community colleges engaged in ag related programming to build student to career pipelines through the ag ed system.
- 2023 Ag Ed Annual Report – is being finalized and will be posted to the PDA website for public viewing.

On the Farm Training

- The Department in collaboration with the WDB's Ag Committee hosted an on the Farm Training Event at Bow Creek Farm and Troegs Brewery during the PWDA annual conference. The tour included over 30 workforce professionals and gave them the opportunity to learn more about agriculture and the careers and pathways into the industry.

Re-Make Learning Days

- The Department has worked closely with Re-Make Learning Days and this year has become a state partner. There are over 80 ag related Re-Make learning Day events occurring across the state this year. Ag related events can now be identified by a special PA Ag Badge.

Farm City Day Events

- The Department will be hosting two Farm City Day events this May. These events will give students who have little exposure to agriculture a chance to learn about the industry and the various careers and opportunities that exist. For more information on the events and to get involved please contact the Department.

Quarterly Meeting Agency Update

May 7, 2024

Agency: Aging

The Department of Aging and the Senior Community Service Program (SCSEP) has just finished the third quarter of the 2023 program year. Currently we are at 98% capacity, having 430 active participants out of 441 total slots.

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 will have a program wide training in May. In that training we will be providing training from the PA Department of Labor and Industry on the MOU/IFA process and the role of SCSEP in the local WDB. We are also awaiting guidance on the funding amounts and grant instructions for the 2024 program year.

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

May 7, 2024

Agency: Corrections

Partnerships with Other Agencies

At the beginning of July 2023, Philadelphia Works and PA CareerLink initiated services at five Philadelphia area Community Correctional Centers (CCCs), benefiting reentrants by providing essential services and overcoming transportation challenges. The services include a welcome workshop, PA CareerLink registrations, Workforce Innovation and Opportunity Act (WIOA) services, and workshops in the various Bureau of Community Corrections (BCC) centers. Since it's inception, **319** reentrants have participated and were served by PA CareerLink staff. In January, the PA CareerLink visits to the centers doubled due to interest and demand. Therefore, the participant numbers increased.

Location	Total Customers Engaged July – March 2024	Customers that attended Welcome to PA CareerLink SM Workshop	Customers who Completed Questionnaire	Customers who Enrolled in Labor Exchange	Customers Enrolled in WIOA	Customers Referred to Training	Customers placed in employment
Gaudenzia DRC	53	27	16	21	0	0	0
Community Corrections Center/Gaudenzia Spring Garden	48	33	13	19	1	0	0
Kintock-Erie	142	75	42	64	6	0	5
Self-Help	61	32	12	23	1	0	0
Mobile Unit	15	14	3	2	0	0	0
Total	319	181	86	129	8	0	5

Parole staff in Philadelphia have partnered with Beyond Literacy and Philadelphia Works to host the mobile unit bus and utilize services for reentrants. Services kicked off on December 7, 2023 and continue every 3rd Thursday from 10am to 2pm, with 32 total spots available (4 per every 30 minutes). In January, 21 reentrants were assisted. In February, there were 24 reentrants. And in March, 24 reentrants. The unit has been well received.

On March 8, 2024, the Workforce Development Specialist provided a presentation for the SCPa Works Construction Industry Partnership. Information on the vocational and employment programs offered inside the DOC were shared as well as the benefits to hiring reentrants.

The Pennsylvania Restaurant and Lodging Association (PR&LA) began hosting “road shows” for members to learn various tools to improve talent recruitment and retention. The Workforce Development Specialist shared information on the vocational and employment programs inside the DOC, tailored to the restaurant and lodging industry. Events were held in Erie (3/4/24), Pittsburgh (3/5/24), King of Prussia (3/11/24), and Scranton (4/1/24). Events in other areas are planned for the upcoming months.

Along with the Lancaster Reentry Coalition, the Workforce Development Specialist assisted in planning an event titled “Making the Match”, which was held on April 5, 2024. The event was attended by community-based organizations who work with justice impacted individuals. Information on how to advocate for their clients and what happens pre and post release for reentry services from the county and state levels.

The “prison to work pipeline” program with Alline Salon Group was expanded to all 24 SCIs. Due to the limited number of releases scheduled for 2024, the number of participants is anticipated to be low. At this time, we have had two go through the process and held interviews with the employer pre-release.

The DOC is researching the possibility of starting a Home Health Aide Program inside the SCIs. The Delaware Department of Correction currently has a similar program, which we would like to replicate. DOC staff toured the Delaware program on April 12, 2024. In addition, an RFI was released to obtain research information on possible partnerships with community colleges and/or providers. Additional information will be provided once the project progresses.

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

Reentry Services

Annually, each SCI coordinates and hosts a reentry job fair for inmates, inviting community partners, including employers, community service providers, BCC contractors, and other agency representatives, to provide information and presentations. The events for 2024 have not been scheduled; however, a plan is in place to get them done by the end of the year.

Additionally, corrections staff facilitated Reentry Employment Specialist training on February 29, 2024 at the DOC Training Academy, with 30 participants. Training was also provided at Central Susquehanna Opportunities HUB in Bloomsburg (CENSOP), on March 11, 2024, for 5 participants from CENSOP and Northumberland County Reentry staff. For information about future training events and registration, please visit: [Reentry Employment Specialist Training \(pa.gov\)](https://www.pa.gov/reentry-employment-specialist-training).

**Youth Committee
Quarterly Update**
May 7, 2024

Work of the Committee

While the PA WDB Youth Committee did not meet in the last quarter, the committee still worked to pursue next steps.

At the committee's May 22nd meeting, the group will receive a presentation from staff of the Department of Human Services on the proposed new guidelines from the federal government on TANF and what that will potentially mean for youth services in Pennsylvania.

The committee also plans to keep engaging with the Pennsylvania Longitudinal Data System to help shape the project that they will be undertaking under the recommendation of the PA WDB to analyze how Pennsylvanians have utilized youth programming in the Commonwealth and the employment and education outcomes for those individuals during K12 and postsecondary. To date, the PALDS team is narrowing down on time periods of interest and the outcomes of participants that the committee would like analyzed.

Chekemma Townsend, Chair
Youth Committee

Education Shortage Committee
Quarterly Update
May 7th 2024

The Education Committee on Educator Shortage has been focusing on 4 working groups: Job Qualifications and Barriers, Job Quality, Diversity, and Data Management. Key points from these discussions include:

- Identifying reasons for educator turnover
- Reviewing existing diversity initiatives
- Addressing concerns regarding teacher safety and support
- Setting goals for timely data collection to inform workforce development efforts.

Our recent meetings have attempted to define goals and consider possible solutions. By leveraging partnerships, understanding conducted research, and monitoring progress, the committee aims to foster a supportive and inclusive environment for educators while ensuring the success of students and the long-term vitality of the education sector.

The WDB Data Management subcommittee has also joined forces with the Pennsylvania Department of Education (PDE) to establish a single data subcommittee. This subcommittee reports back to both the WDB Education Shortage Committee and the PDE Committee on Education Talent Recruitment Data Subcommittee. The subcommittee has set several goals to improve data collection and utilization. Firstly, they aim to have all the Act 55 of 2022 data collected and available on the PDE website by Fall 2024, with the initial batch published in April 2024 which can be seen at <https://www.education.pa.gov/DataAndReporting/Pages/SchoolStaff.aspx>. Secondly, develop a work plan to collect and publish all new data elements from Act 35 of 2023 by May 2024. Lastly, work to establish an Educator Workforce data hub on PDE's website, complete with dashboards for some or all data elements from Act 55 and Act 35 by March 2025. This hub will enhance accessibility and analysis of educational workforce data for stakeholders.

Next Steps and Key Action Items to Pursue:

- Develop recommendations: Identify key priorities within each workgroup area, such as implementing retention strategies, expanding diversity outreach efforts, enhancing teacher support systems, and optimizing data collection methods.
- Build relationships with PDE: Leverage resources and expertise in addressing workforce development challenges. Continue collaboration with PDE in data management efforts, concerning Act 55, Act 35 and PDE dashboard and assist improving data collection processes and ensuring data accuracy.
- Develop and administer a diversity survey: Create a tailored survey to gauge diversity within the education sector, focusing on key areas such as recruitment strategies, retention initiatives, cultural competency training, representation, and community engagement across the state.
- Explore research studies and other state education systems: Explore the root causes of educator turnover, job quality issues, and other workforce development challenges, both within our state and in comparable education systems nationwide.
- Continue to Collaborate with Stakeholders: Forge partnerships with education stakeholders, including schools, districts, universities, and community organizations, to leverage resources and expertise in addressing workforce development challenges.

These action items reflect the Education Shortage committee's commitment to addressing the multifaceted challenges of educator shortages and workforce development in the education sector, laying the groundwork for collaborative efforts and impactful initiatives in the coming months.

Tim James, Chair

Education Shortage Committee

Industry Partnership and Employer Engagement Committee
Quarterly Update
May 7, 2024

Work of the Committee

The committee met on Feb. 21, 2024 and hosted a panel discussion with four local workforce development board directors on how they conduct employer engagement in their areas. The committee received valuable insight into the workings of each local area and learned about some of the challenges and successes the local boards have in connecting with employers. The committee also received feedback on how the state could better support the local areas in their employer engagement efforts.

Next steps for the committee include a discussion with state staff on an employability certificate that is being developed and a discussion with school superintendents on how their school districts interact with businesses.

John J. “Ski” Sygielski, Ed.D., Chair

Industry Partnership and Employer Engagement Committee

Barrier Remediation Committee
Quarterly Update
May 7, 2024

Work of the Committee

The Barrier Remediation Committee, formed in January 2024, has so far:

1. Discussed our members' experience and expertise related to each of the 16 sub-goals of the broad goal of Barrier Remediation in the draft WIOA Combined State Plan.
2. Selected five priority sub-goals to address as a committee.
3. Identified short- and long-term actions or policies that can be implemented on each of those five issues.
4. Started working on recommendations related to short-term actions to take on one of those priority sub-goals.

In its April, May, and June meetings, the committee is addressing the Barrier Remediation sub-goal, "Analyze the digital intake data from all PA CareerLink® centers to improve service for individuals who face barriers, especially those who face multiple barriers." To make informed recommendations on how to analyze the digital intake data, the committee co-chairs, Shea Zwerver of Flagger Force and Mohona Siddique of CAEL, are working with the PA Department of Labor & Industry's Bureau of Workforce Programs and Operations to learn what the agency is already doing with the information it collects.

The committee meets on the first Friday of each month at 11 a.m. Look for a rescheduled July meeting.

Shea Zwerver, Co-Chair

Barrier Remediation Committee

Continuous Improvement of the PA CareerLink® Committee
Quarterly Update
May 7th, 2024

The Committee met on April 24 and focused discussion on U.S. Department of Labor’s (DOL) Employment and Training Administration’s (ETA) Training and Employment Guidance Letter (TEGL 03-23) that covers allowable use of funds for outreach activities for Federal formula and competitive grant awards.

Members of the committee were interested in doing more with marketing of the PA CareerLink® system to employers and to job seekers. Discussion was focused around four introductory questions:

- What is currently being done for outreach and marketing of the public workforce system in PA?
- What coordination is occurring between the Commonwealth and Local Workforce Development Boards?
- What guidance has been given or is planned for Local Workforce Development Boards?
- What can we do to enhance marketing and outreach of the system?

Labor & Industry has a marketing campaign that is running through June which includes television, radio, and social media. The committee expressed strong interest to learn more about the outcomes of the marketing efforts.

The Labor & Industry team also informed the committee that guidance is currently being developed to be shared system wide.

There was also a discussion of current efforts occurring at the local level, as well as opportunities the committee members identified as potential areas of outreach focus in the future, including:

- The Central WDB discussed their partnership with minor league sports teams to promote the PA CareerLink® and how they were able to do this under federal law.
- Partnering with Chambers of Commerce and similar entities was suggested as a means to raise awareness of services available to employers.
- Targeting outreach to 16–24-year-old out-of-school youth was identified as a priority, and a successful program of youth navigators in Philadelphia was discussed.

Finally, there was a discussion about the intersection of the federal policy (TEGL 03-23) with the previously identified committee priorities, including:

1. Increasing partnerships between Local Workforce Development Boards and PA CareerLink® Offices with local Chambers of Commerce and local Economic Development entities.
2. Targeting system outreach to underserved communities, including, but not limited to, refugees, justice involved individuals, persons with disabilities, low-income individuals, and long-term unemployed individuals.
3. Improving outreach to better partner with industries that can benefit from PA CareerLink® services (e.g. agriculture, hospitality, education, etc.).

Brian Funkhouser, Chair

Continuous Improvement of the PA CareerLink® Committee

**Reentry Committee
Quarterly Update
May 7th, 2024**

Work of the Committee:

The Reentry Committee has been working to gain knowledge on one of the three initial priorities the Committee is focusing on: education and training programs to those incarcerated. In March, they had a presentation on the Department of Corrections' education programs in State facilities and at their April meeting, the Committee had a presentation on Northampton's LEAP program. After benchmarking these best practices, the Committee plans to provide a compendium of resources to advance the mission of this Committee.

Since the recommendation on IDs and License services was approved by the Board, the Committee has also begun developing a toolkit for counties who have not yet implemented this process. The Committee started with drafting a fact-sheet of tips in starting these services, and plans to also develop policy examples and other helpful tools to support counties who do not yet provide these services.

Moving forward, the Committee plans to:

- Continue building out the ID & License services toolkit for Counties and distribute it to the Counties not currently providing these services with PennDOT.
- Begin to address the next set of Committee's priorities such as, Local WDB and PA CareerLink® training on reentry
- Host a panel on pardons as a workforce development tool at the next Committee meeting on June 6th at 11am

Debra Caplan, Chair
Reentry Committee

Apprenticeship and Career & Technical Education Committee
Quarterly Update
May 7, 2024

Work of the Committee

The Apprenticeship and CTE Committee is focusing on how to increase non-traditional and under-represented populations' participation in career & technical education (CTE), registered pre-apprenticeships, and registered apprenticeships.

To that end, we are currently learning the landscape of career & technical education in PA. At the committee's March meeting, we discussed opportunities and challenges in CTE. Members expressed interest in how to expand CTE, how the PA Workforce Development Board can support it, the process of becoming a CTE instructor, and the demographic breakdowns of who is participating in CTE.

At its last quarterly meeting, the PA Workforce Development Board approved this committee's recommendation to commission research on the state of registered apprenticeships and registered pre-apprenticeships in Pennsylvania. Since then, the PA Department of Labor & Industry has contracted with the Keystone Research Center, which will be engaging with the committee on this work.

Angela Ferritto, Chair
Apprenticeship and CTE Committee

Agriculture Committee
Quarterly Update
May 7th, 2024

Work of the Committee:

The Agriculture Committee has continued to work on its two main areas of focus: H-2A & H-2B visas and awareness & career pathways in the industry. The Committee has officially formed two sub-committees around both of these topics and generally meets monthly with the sub-committees and bimonthly with the full committee.

The H-2A & H-2B Sub-Committee created a survey for users of the H-2A and H-2B visa programs to gather input on their experiences and challenges with the programs. That survey is currently open and will close at the end of the day on May 15th. Once the survey closes, the Sub-Committee will work on analyzing the responses. The Sub-Committee plans to use these results to put together a letter on the Commonwealth's experiences with these programs to the US Department of Labor (US DOL).

The Awareness & Career Pathways Sub-Committee is currently working with L&I's Apprenticeship & Training Office (ATO) to build apprenticeship model templates around key occupations throughout the industry. The goal of this project is to make forming apprenticeships in Agriculture easier for producers and farmers.

In collaboration with the Department of Agriculture, the Agriculture Committee held an On the Farm Training Event at the Annual PWDA Conference in Hershey. The event included a tour of Bow Creek Farm & Cattle Co. and a tour of Troegs Independent Brewing. The event ended with a networking reception at Troegs for ag employers and workforce professionals to connect and discuss the workforce challenges in the ag. industry.

Moving forward, the Committee plans to:

- Analyze the responses of the H-2A & H-2B survey and begin drafting a letter to the US DOL
- Continue their work with ATO on Agriculture-related apprenticeship model templates

Brian Campbell, Chair
Agriculture Committee

Manufacturing Committee
Quarterly Update
May 7, 2024

Work of the Committee

The Manufacturing Committee continues to be focused on sharing information and learning of services. In the March 21st committee meeting, members discussed struggles of the childcare barrier and the impact of current regulations and state processes as well as companies that reflect successful support of the workforce. Additional topics included interest in educational services provided by PA CareerLink®, interest in work being done by the Early Learning Investment Commission, and better understanding successful models of transportation support employers are providing for employees.

The committee continues to place emphasis on prioritizing the following areas of concentration:

- Attracting Talent
- Numeracy and Math Skills
- Transportation
- Childcare

The committee looks forward to continuing to meet with Departmental stakeholders and intends to engage with other WDB sub-committees to better understand what existing programs and other initiatives are available and how our committee can best leverage those resources.

Mike Wojewodka, Chair
Manufacturing Committee

Construction Workforce Committee
Quarterly Update
May 7, 2024

The Construction Workforce Committee most recently met on April 9, 2024. Building upon discussion during our February committee meeting, our work continued to focus on several key areas where members see opportunities for improvement in engaging high school and middle school students in construction-related education and training. This included two recommendations for committee discussion and consideration:

- First, a recommendation regarding evaluation and better alignment of high school and middle school curricula standards with construction-related training and educational programs.
- Second, a recommendation for a transportation initiative that will enable school districts to transport participating students to construction-related events and programs in the community.

Committee members engaged in outstanding discussion on these recommendations, sharing experiences that demonstrate the need for these improvements. Members were unanimous in their support for both recommendation and I'm please to present these recommendations, which follow my report, to the Board.

Our discussion during the April 9 committee meeting also touched on an additional need related to driver's education programs in high schools, which were once widely available but in recent years have become scarce as schools continue to face budgetary challenges and make program cuts. These programs are critical to student's ability to get drivers licenses and access construction job sites when they enter the workforce, and will be a key topic of discussion and a potential recommendation at our next committee meeting.

The Committee meets bimonthly, and our next meeting is on June 11, 2024 at 9am, via Zoom.

Karen Masino, Chair
Construction Workforce Committee

Construction Workforce Committee Recommendation 1:

In order for high school and middle school students to effectively participate in construction industry-related training and educational programs, including preparatory programs that may be offered by or within the schools, it is essential that students have access to classes and curricula that align with the prerequisites for these programs and have practical relevance to construction and the building trades.

The PA Workforce Development Board’s Construction Workforce Committee recommends that the Administration and PA Department of Education, evaluate high school and middle school curricula standards with respect to alignment with construction industry-related training and educational programs, and where appropriate develop or adjust curricula standards to best support student participation in these programs.

As an active workforce partner and key member of the PA Workforce Development Board, the PA Department of Education seems well situated to collaborate with workforce development partners on programmatic needs, and to advise the Board and Committee on progress.

CWC-2024-1

Construction Workforce Committee Recommendation 2:

The financial impacts School Districts face in transporting students to construction industry-related workforce events and programs, for example, at employer sites and other off-campus locations in the community, are a significant obstacle to middle and high school student's participation in activities that can best educate and prepare them for outstanding careers in construction and the building trades. This obstacle becomes even greater for students at schools that are more financially and logistically under-resourced.

The PA Workforce Development Board's Construction Workforce Committee recommends that the Administration develop and fund a transportation initiative that will enable school districts to provide for transporting participating students to construction industry-related workforce events and programs.

As an active workforce partner and key member of the PA Workforce Development Board, the PA Department of Education seems well situated to oversee this initiative, in collaboration with the Board and agency partners, and to advise the Board and Committee on progress.

CWC-2024-2

Healthcare Workforce Committee
Quarterly Update
May 7, 2024

The Healthcare Workforce Committee most recently met on April 16, 2024. Following a quick overview of healthcare-related registered apprenticeship data, the Committee continued to build upon the primary topic of discussion at our February meeting, a regional “Hub” model approach to supporting recruitment, training, retention and career path needs within critical areas of the healthcare workforce.

The members received a presentation on a regional Hub model example for Nurse Assistants (NA’s) and Licensed Practical Nurses (LPN’s), leading into review and discussion of a recommendation to support development of this model for NA’s and LPN’s. The interaction among members and guests on this topic was robust, and also included strongly voiced interest in adapting the regional Hub model to include Home and Community-Based Services (HCBS) direct care workers as well.

Recognizing the critical importance of Pennsylvania investing in and continuing to transition to HCBS, while also noting the credentialing and training processes are very different for NA’s in skilled nursing facilities versus HCBS direct care workers, we developed a second recommendation to support a regional Hub model approach for the HCBS direct care workforce. I’m please to present these two recommendations, which follow my report, to the Board for consideration.

The Healthcare Workforce Committee meets on a bi-monthly basis. Our next bi-monthly meeting is June 18, 2024 at 8:30 am via Zoom.

Matthew Yarnell, Chair
Healthcare Workforce Committee

Healthcare Workforce Committee Recommendation 1:

Pennsylvania continues to face a severe deficit in the recruitment, training and retention of Nursing Assistants, an essential part of our Direct Care workforce, while needing to train and credential approximately 10,000 new Nursing Assistants over the next several years. In response, Pennsylvania should invest in a regional or multi-county “hub” model that can align as well as enhance the scale and coordination of Nursing Assistant workforce efforts for employers and workforce partners within the “hub” area of operation. The Hub will focus on recruitment, training, support, work placement, and retention, as well as crucial career pathways into Licensed Practical Nurse roles. The Hub will coordinate with all existing workforce development infrastructure and with appropriate funding, will bring new capacity for Nursing Assistant and Licensed Practical Nurse training.

The Workforce Development Board’s Healthcare Workforce Committee recommends that the Administration endorse and provide funding for a “Nursing Assistant and Licensed Practical Nurse Workforce Hub” approach that brings alignment and coordination of Nursing Assistant-related workforce supports and career pathways to Licensed Practical Nurse roles, within the Hub area, under one regional or statewide entity.

The PA Department of Labor and Industry is well situated to collaborate with workforce development partners on programmatic needs for the “Nursing Assistant and Licensed Practical Nurse Workforce Hub”, and to advise the Board and Committee on progress.

HC-2024-2

Healthcare Workforce Committee Recommendation 2:

Pennsylvania continues to face a severe deficit in the recruitment, training and retention of the direct care workforce who support older adults and adults with disabilities in Home and Community-Based Services (HCBS) settings. Making sure that Pennsylvania invests in home and community-based care and continues to transition care to those settings is vital to needs and wishes of those who will receive care - but to make this happen, there must be an investment in the workforce.

Pennsylvania needs approximately somewhere between 214,000 home health aides and 376,000 HCBS direct care workers over the next 6 years based on PA workforce data and data from PHI—the nation’s leading expert on direct care workers. In response, Pennsylvania should invest in a regional or multi-county “Hub” model that can align as well as enhance the scale and coordination of HCBS direct care workforce efforts for employers and workforce partners within the Hub area of operation. The Hub will focus on recruitment, training, support, work placement, and retention, as well as can be an incubator for trying to establish career pathways within HCBS for direct care workers.

The Hub will coordinate with all existing workforce development infrastructure and with appropriate funding, will bring new capacity for HCBS direct care workforce training.

The Workforce Development Board’s Healthcare Workforce Committee recommends that the Administration endorse and provide funding for a Home and Community-Based Services (HCBS) direct care workforce Hub approach that brings alignment and coordination of HCBS direct care workforce supports, within the Hub area, under one regional or statewide entity.

The PA Department of Labor and Industry is well situated to collaborate with the PA Department of Aging and other workforce development partners on programmatic needs for the HCBS direct care workforce Hub, and to advise the Board and Committee on progress.

HC-2024-3

2022 Population		
Total Population	12,989,208	100.0%
Female	6,578,442	50.6%
Male	6,410,766	49.4%
Population by Race		
White	10,010,379	77.1%
Black	1,407,814	10.8%
Other	1,571,015	12.1%
Hispanic Ethnicity (All Races)	1,055,108	8.1%
Population by Age		
Ages 0 to 17	2,664,562	20.5%
Ages 18 to 24	1,196,563	9.2%
Ages 25 to 34	1,697,433	13.1%
Ages 35 to 44	1,573,905	12.1%
Ages 45 to 54	1,606,942	12.4%
Ages 55 to 64	1,815,398	14.0%
Ages 65 to 74	1,404,780	10.8%
Ages 75 and Older	1,029,625	7.9%
Median Age	40.8	
Educational Attainment, Ages 18 and Older		
High School Diploma or Less	4,385,485	42.5%
Some College or Associate Degree	2,694,345	26.1%
Bachelor's Degree	1,995,520	19.3%
Graduate or Professional Degree	1,249,296	12.1%

Source: U.S. Census ACS 2018-2022 - DP05, B01001, and B15001

Help Wanted OnLine Job Postings			
March 2024	March 2023	Volume Change	Percent Change
221,580	195,191	26,389	13.5%

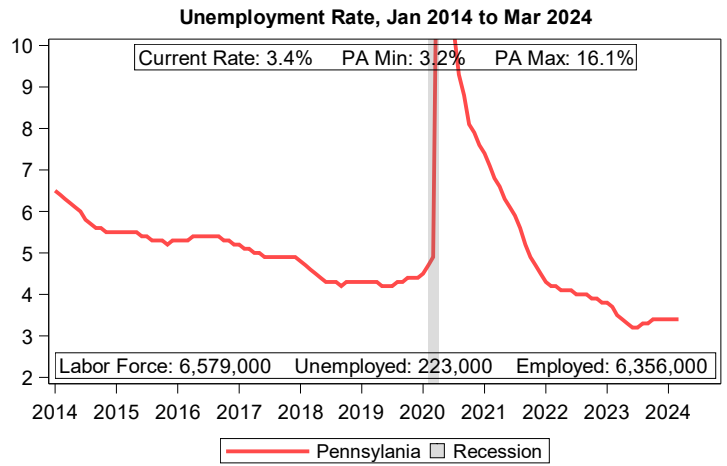
Source: The Conference Board - LightCast - Help Wanted OnLine™

Veterans			Non-Veterans	
Total	Unemployment Rate	Median Income	Unemployment Rate	Median Income
680,824	4.2%	\$46,106	5.3%	\$37,475

Source: U.S. Census ACS 2018-2022 (Table: S2101)

Resident Income				
Per Capita	Total Income	Earnings	Dividends-Interest-Rent	Transfer Payments
\$64,506	\$836,778,334	\$511,019,899	\$151,238,652	\$174,519,783

Note: Income (excluding Per Capita) is displayed in thousands.
Source: Bureau of Economic Analysis (BEA) - 2022



Top 25 Employers by Employment in Q3 of 2023

- 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
- School District of Philadelphia
- United Parcel Service Inc
- UPMC Presbyterian Shadyside
- The Children's Hospital of Philadelphia
- University of Pittsburgh
- PNC Bank NA
- Lowe's Home Centers LLC
- Weis Markets Inc
- Saint Luke's Hospital
- Giant Eagle Inc
- Home Depot USA Inc
- Target Corporation
- The Vanguard Group Inc
- Comcast Cablevision Corp (PA)
- Lehigh Valley Hospital Center
- Universal Protection Service LLC
- Merck Sharp & Dohme Corporation

Source: Quarterly Census of Employment and Wages

Unemployment Compensation (UC) by Pre-UC Industry	Apr 2023 to Mar 2024		Mar 2024 Initial (IC) and Continued (CC) UC Claims			
	Exhaustees	Percent	IC Total	IC Percent	CC Total	CC Percent
Natural Resources and Mining	370	0.8%	774	1.9%	8,392	1.6%
Construction	6,280	12.9%	6,171	14.8%	98,691	19.2%
Manufacturing	5,250	10.8%	5,854	14.0%	56,538	11.0%
Trade, Transportation, and Utilities	8,840	18.1%	8,858	21.2%	90,836	17.7%
Information	1,260	2.6%	538	1.3%	7,588	1.5%
Financial Activities	2,720	5.6%	1,435	3.4%	22,499	4.4%
Professional and Business Services	10,110	20.7%	5,791	13.8%	94,926	18.5%
Education and Health Service	6,990	14.3%	5,088	12.2%	60,299	11.7%
Leisure and Hospitality	3,350	6.9%	4,449	10.6%	46,426	9.0%
Other Services	1,180	2.4%	748	1.8%	11,058	2.2%
Public Administration	1,010	2.1%	345	0.8%	6,244	1.2%
Unclassified Industry	1,380	2.8%	0	0.0%	0	0.0%
Total	48,740	100%	41,820	100%	513,748	100%

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

Source: Pennsylvania Unemployment Compensation System

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

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

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

Note: 'ND' represents Non-Disclosable information.

WIOA Title I and Title III Workforce Performance Outcome Progress Program Year 2023 (Through 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 2023 Third Quarter performance results compared to our unadjusted negotiated level of performance for the Title I and Title III programs only. Adjusted negotiated levels will be available in January 2024.

Overall Program Scores

Not Meeting	Meeting	Exceeding
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Overall Indicator Scores

112.2%	115.7%	102.9%	112.3%
Title I Adult	Title I Dislocated Worker	Title I Youth	Title III Wagner-Peyser

105.6%	106.6%	122.4%	103.5%	114.0%
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	100.9% <small>(75.7% / 75.0%)</small>	106.4% <small>(76.6% / 72.0%)</small>	125.7% <small>(\$8168/ \$6500)</small>	101.9% <small>(69.8% / 68.5%)</small>	125.9% <small>(63.6% / 50.5%)</small>
Title I Dislocated Worker	103.4% <small>(81.2% / 78.5%)</small>	103.8% <small>(79.9% / 77.0%)</small>	119.6% <small>(\$10468 / \$8750)</small>	106.8% <small>(76.9% / 72.0%)</small>	145.0% <small>(66.7% / 46.0%)</small>
Title I Youth	110.7% <small>(74.2% / 67.0%)</small>	108.9% <small>(69.7% / 64.0%)</small>	122.1% <small>(\$4275 / \$3500)</small>	101.8% <small>(67.2% / 66.0%)</small>	71.0% <small>(42.6% / 60.0%)</small>
Title III Wagner-Peyser	107.2% <small>(68.6% / 64.0%)</small>	107.3% <small>(68.7% / 64.0%)</small>	122.5% <small>(\$7961/ \$6500)</small>		

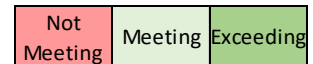
WIOA Title I and Title III Workforce Performance Outcome Progress Through 3rd Quarter Program Year 2023 Local Workforce Development Areas

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

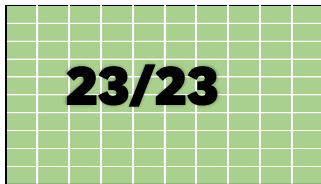
Local performance is evaluated only on outcomes for the Title I programs. States, under authority from WIOA, establish their own methods by which to assess performance outcomes of each local workforce development area. The Department of Labor & Industry has chosen to mirror the WIOA methodology, which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

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

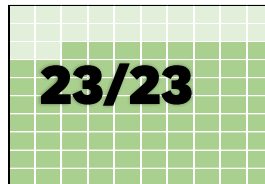
Overall Program Scores



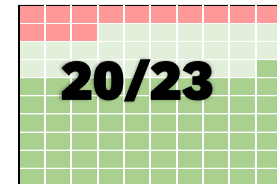
Title I Adult



Title I Dislocated Workers

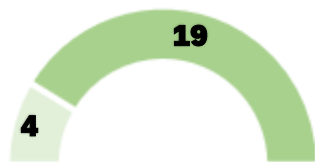


Title I Youth

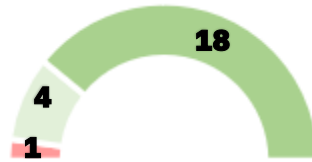


Overall Indicator Scores

Employment Rate 2nd Quarter



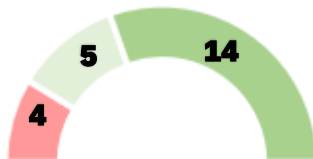
Employment Rate 4th Quarter



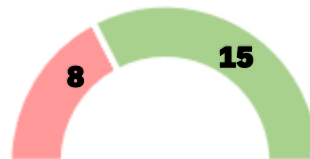
Median Earnings 2nd Quarter



Credential Attainment



Measurable Skill Gain



Individual Indicator Scores

	Title I Adult			Title I Dislocated Workers			Title I Youth		
Employment Rate 2 nd Quarter	0	6	17	0	10	13	0	4	19
Employment Rate 4th Quarter	0	4	19	0	12	11	0	7	16
Median Earnings 2 nd Quarter	0	1	22	0	1	22	0	7	16
Credential Attainment	0	6	17	0	7	16	1	11	11
Measurable Skill Gain	0	3	20	0	8	15	4	9	10

WIOA Title I and Title III Workforce Performance Outcome Progress Through 3rd Quarter Program Year 2023

Definitions

Performance Measures

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

Note: Outcomes for the Youth program also include those who were in education or training during the 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

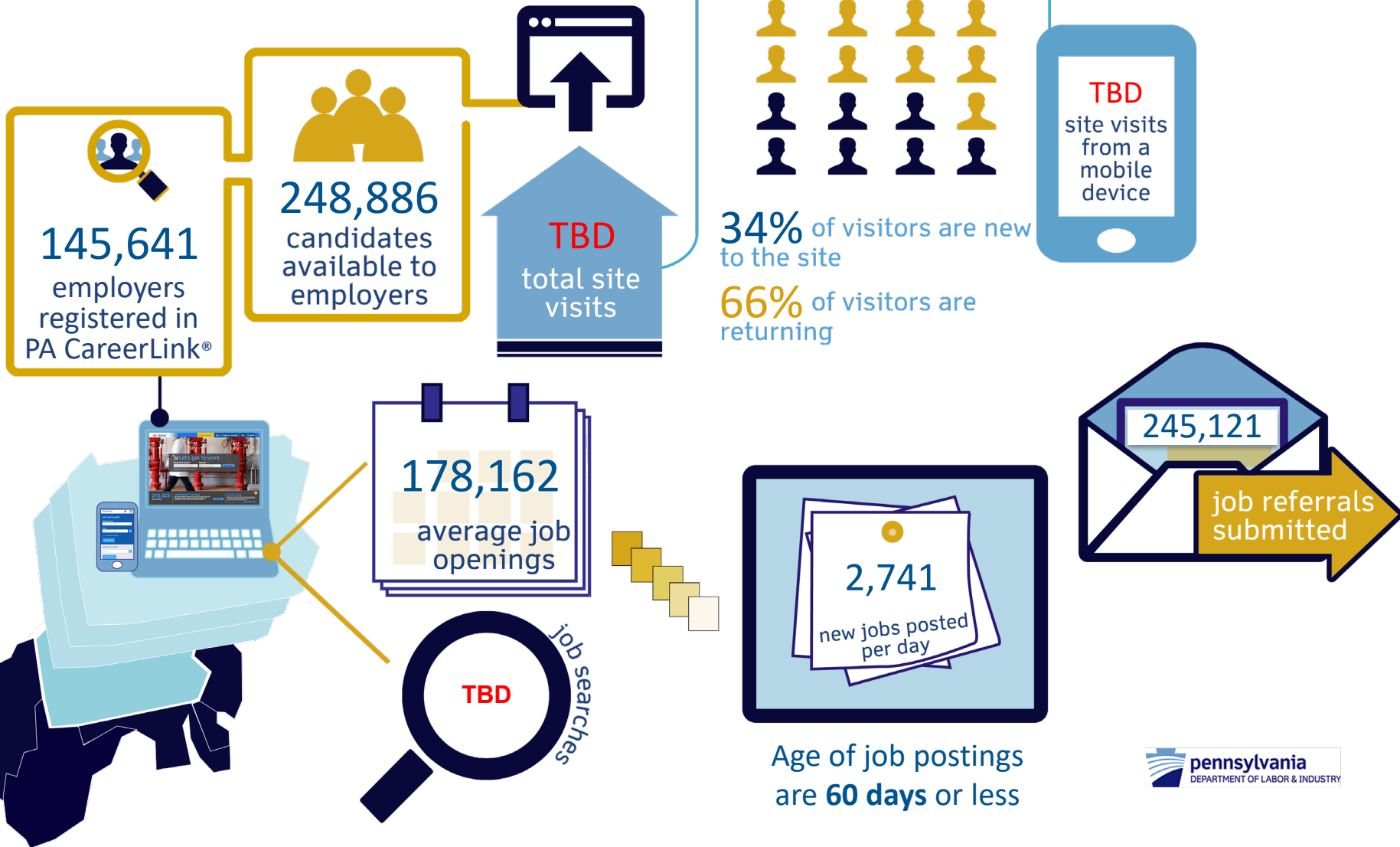
Reporting Cohorts

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, 2022 through March 31, 2023
Employment Rate 4 th Quarter	January 1, 2022 through September 30, 2022
Median Earnings 2 nd Quarter	July 1, 2022 through March 31, 2023
Credential Attainment	January 1, 2022 through September 30, 2022
Measurable Skill Gain	July 1, 2023 through March 31, 2024

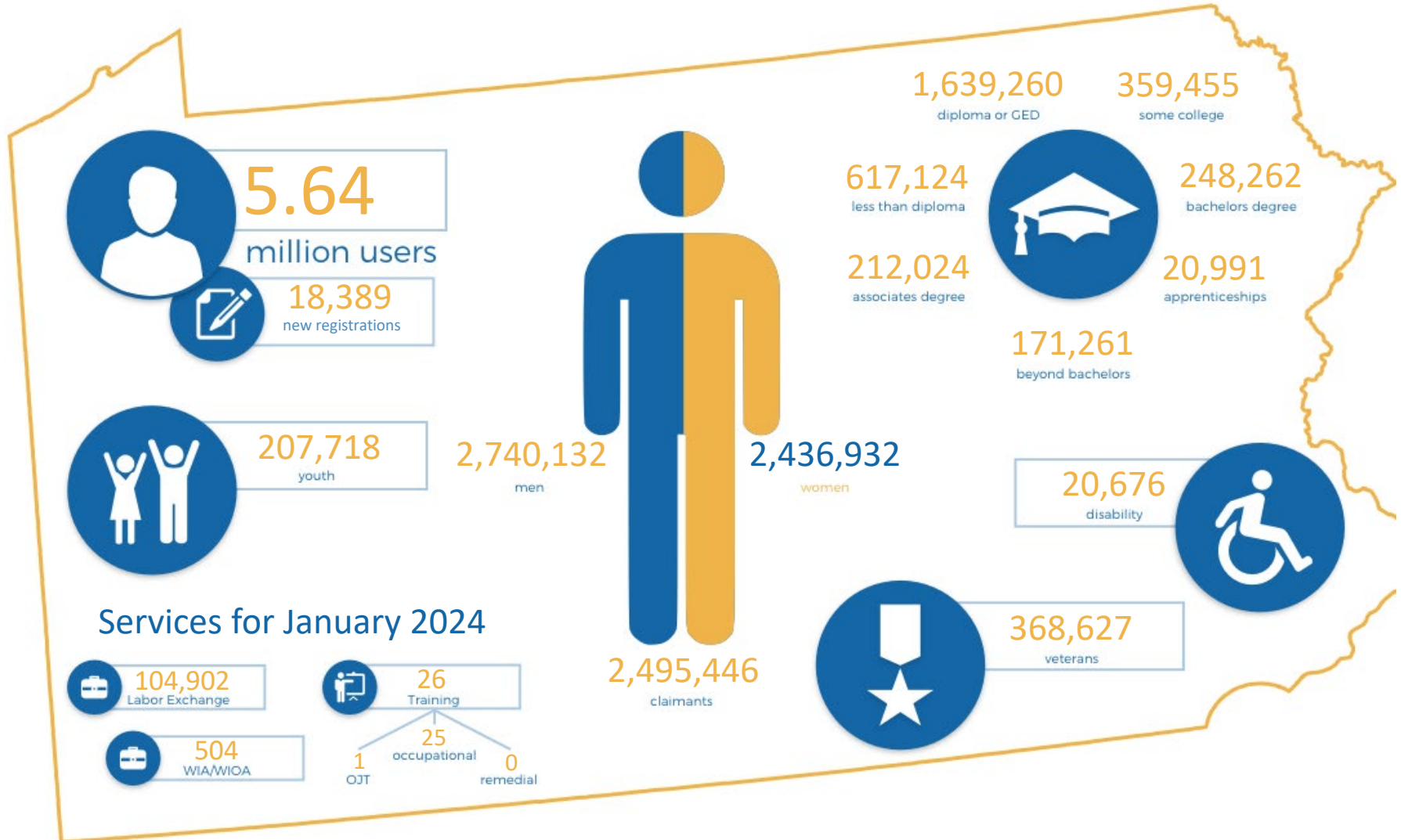
Footnotes

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.



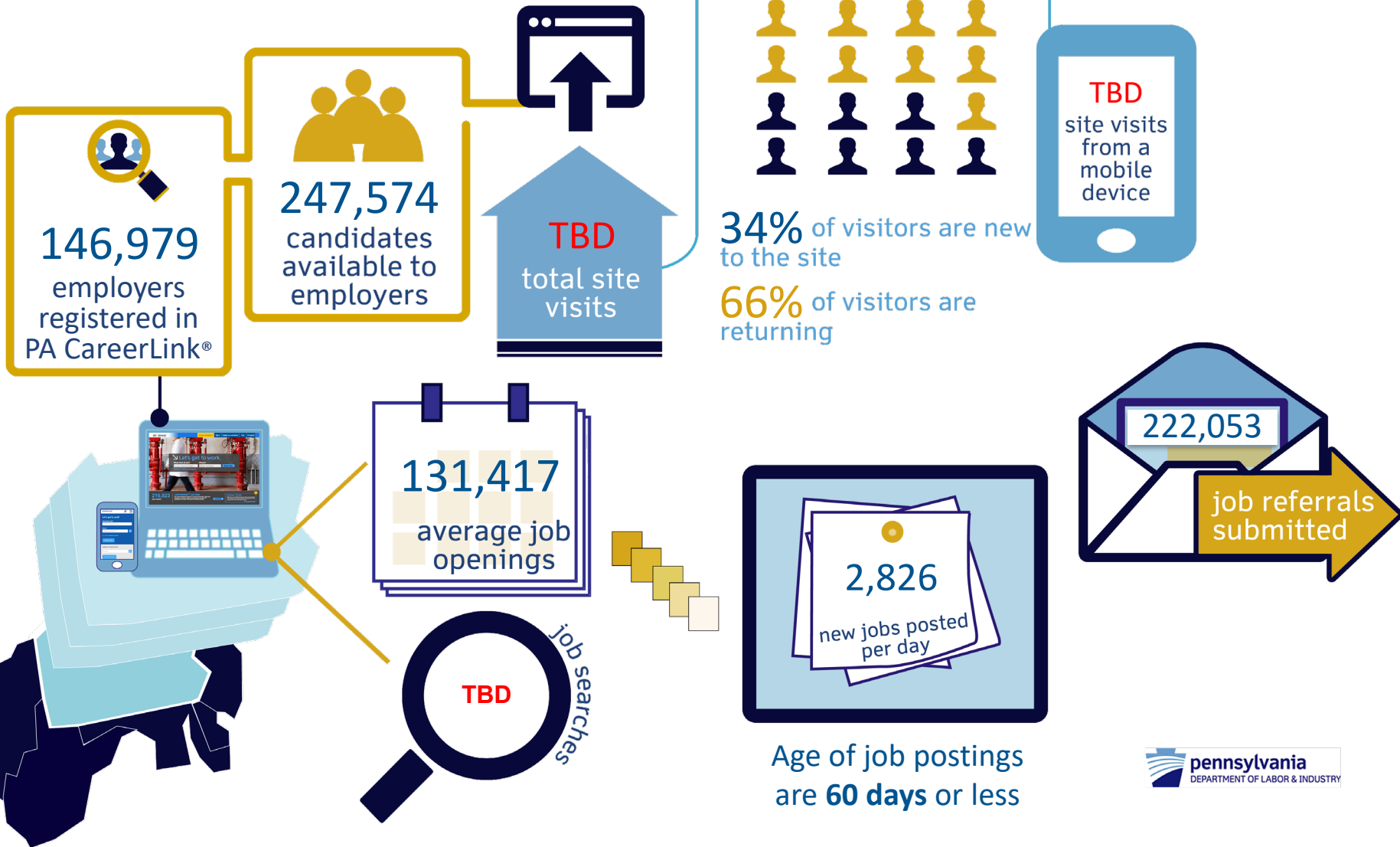


CWDS/PA CareerLink® User Demographics & Services



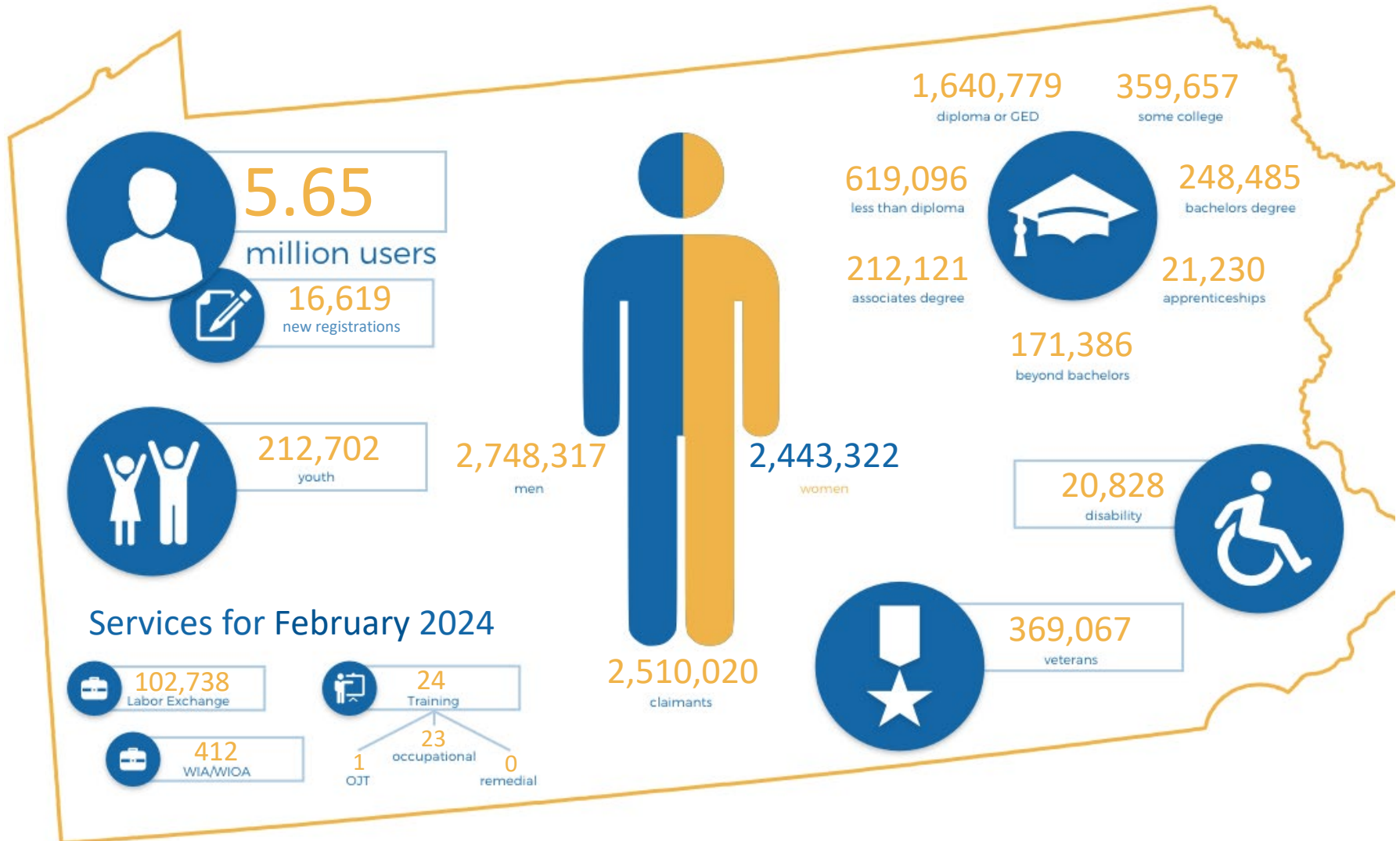
Infographic Description

#	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



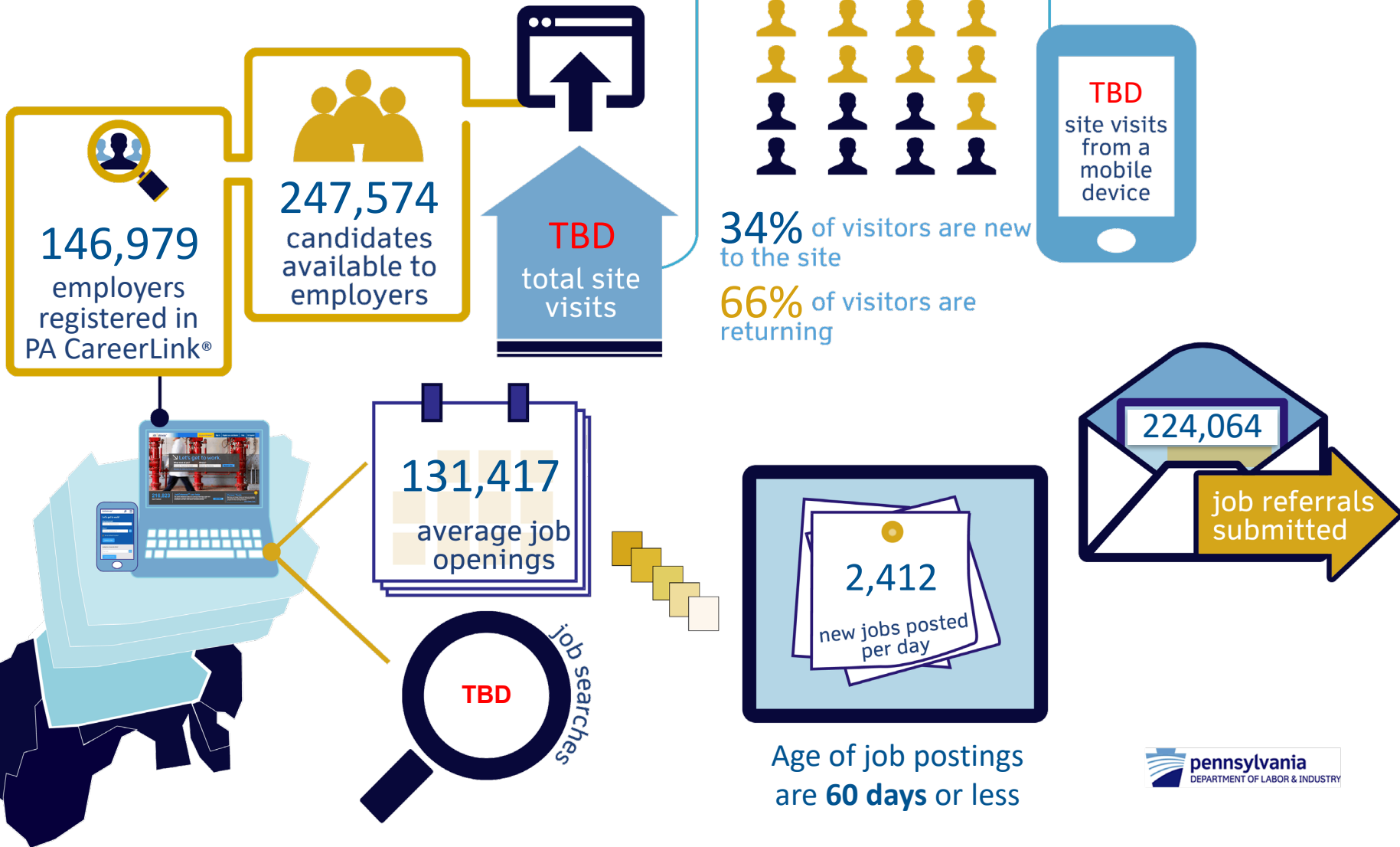


CWDS/PA CareerLink® User Demographics & Services



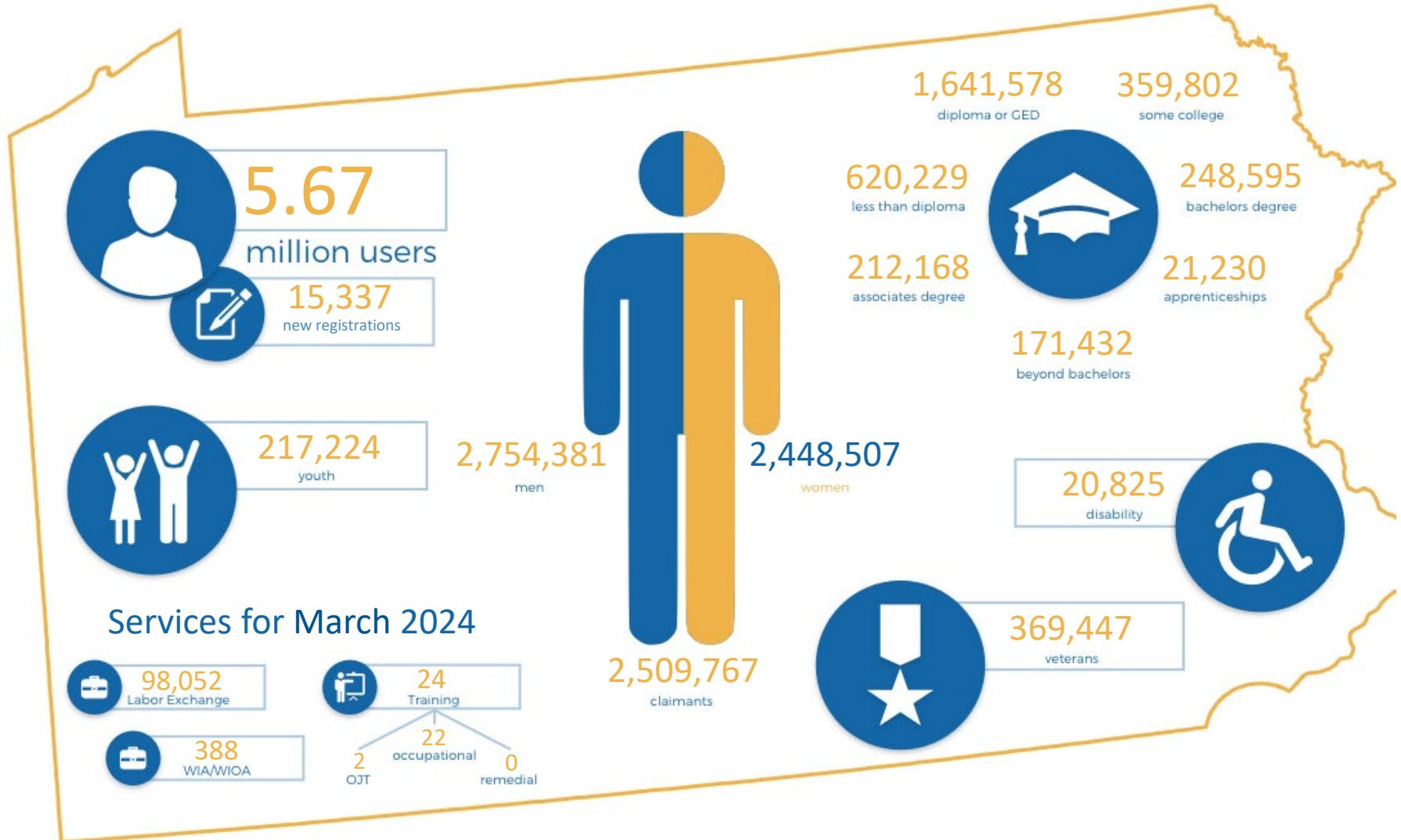
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CWDS/PA CareerLink® User Demographics & Services



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PENNSYLVANIA GETS IT DONE.

Economic Development Strategy + 2024-2025 Budget

Economic Development Strategy

Why Pursue This?

**PENNSYLVANIA
GETS IT DONE.**



**Nearly 20 years since
PA last published a plan.**

- Position Pennsylvania as a premier state to do business
- Build a stronger Pennsylvania that works for all the residents, businesses, and entrepreneurs that call our Commonwealth home



Economic Development Strategy Goals

**PENNSYLVANIA
GETS IT DONE.**



**Invest in Our Economic
Growth to Compete**



**Make Government Work
at the Speed of Business**



**Open Doors of Opportunity
for all Pennsylvanians**



Innovate to Win



**Build Vibrant and
Resilient Regions**

Economic Development Strategy

Priority Sectors

Pennsylvania has identified five priority sectors through analysis of existing competitive advantages, growth potential, size of existing employment base, and average wages.

These sectors represent opportunities for the commonwealth to accelerate its leadership in growth industries and sustain competitive advantages in key industries that support large job bases.



Agriculture



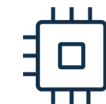
Energy



Life Sciences



Manufacturing



Robotics and Technology

New business brand “**Pennsylvania Gets It Done**” conveys new attitude, energy, and leadership.



New business attraction website, **PAGetsItDone.com**, will be built out in the coming months to streamline the process for CEOs/site selectors to learn more about PA’s business climate.

PENNSYLVANIA GETS IT DONE.

2024-2025 Budget

Informed by Economic Development Strategy

We need to send a clear message that Pennsylvania is more than open for business – **we can close the deal.**

- **Critical investments** in this budget give us the tools we need to do so
- Budget calls for **\$600 million** in total new and expanded investments to implement our strategy, increase Pennsylvania's competitiveness, and deliver real economic growth

\$500 million 

in **PA SITES funding** to bring more commercial and industrial sites online and ensure companies have options for attractive business environments where they can move quickly and thrive in Pennsylvania

PA Certified Shovel Ready Sites Program, providing site selectors and businesses with state-guaranteed sites to meet their business needs

\$25 million 

for the **Main Street Matters program**, to support small businesses and commercial corridors that are the backbone of communities across our Commonwealth

\$20 million 

to support **large-scale innovation efforts** and leverage
Pennsylvania's best-in-class research and development assets

\$3.5 million 

to create and launch the **Pennsylvania Regional Economic Competitiveness Challenge**, which will incentivize regional growth, build vibrant and resilient regions, and support communities by investing in the development of comprehensive strategies to propel entire regions forward

PENNSYLVANIA GETS IT DONE.

Questions and Next Steps

PAGetsItDone.com

Pennsylvania Workforce Development Strategic Plan Presentation Placeholder

Will be updated in the digital version of the briefing book prior to the meeting for virtual attendees and hard copies will be provided to members in attendance.

Pennsylvania WDB

Workforce Development Strategic Plan

MAY 7, 2024



Agenda

- 1 The Process
- 2 Strategic Plan Overview
- 3 Next Steps
- 4 Q&A

Third Sector Team



Angelica Garcia

Director



Naudia Porter

Manager



Chelsea Haley

Manager



1

The Process

What is the strategic plan?

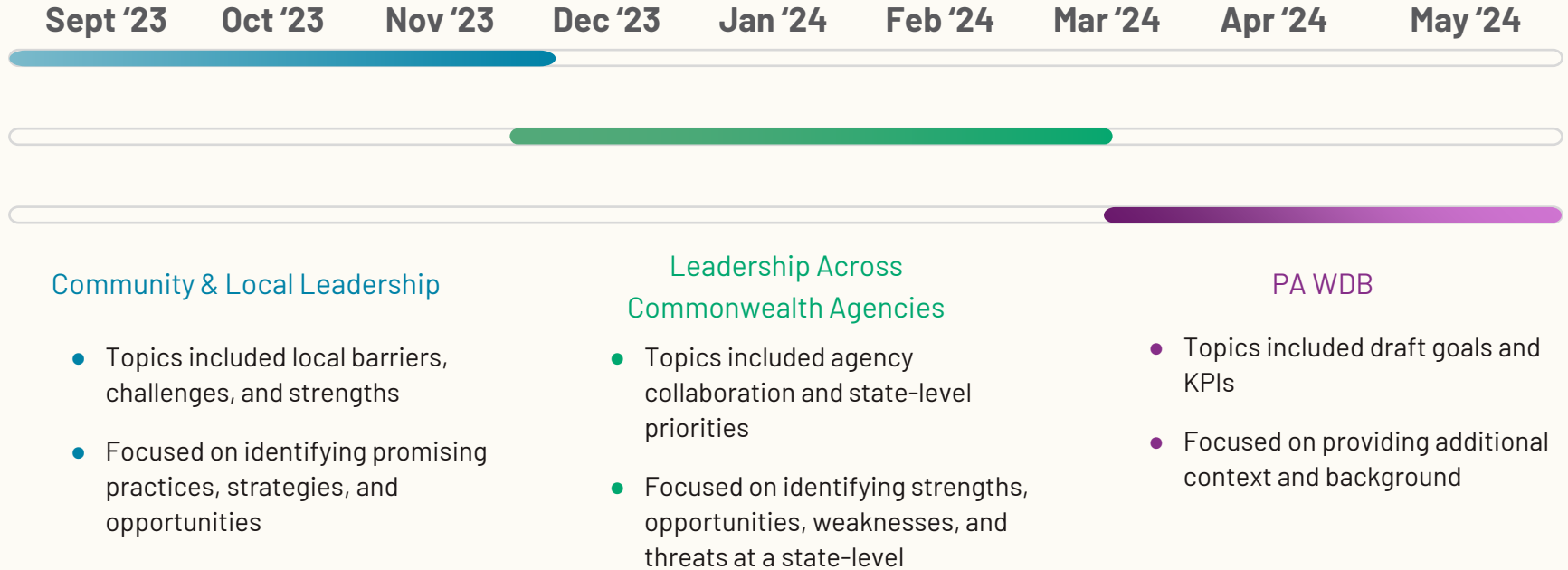
"This goals and initiatives included in this strategy collectively advance Pennsylvania's vision of becoming a premier state in which to work, innovate, and do business."

A roadmap to build a foundation in the next four years so that the Commonwealth is strategically positioned for future generations

An invitation to local partners for continued conversation and collaboration

A means for establishing a shared language and basis for action

How did we get here?



Community & Local Leadership

- Topics included local barriers, challenges, and strengths
- Focused on identifying promising practices, strategies, and opportunities

Leadership Across Commonwealth Agencies

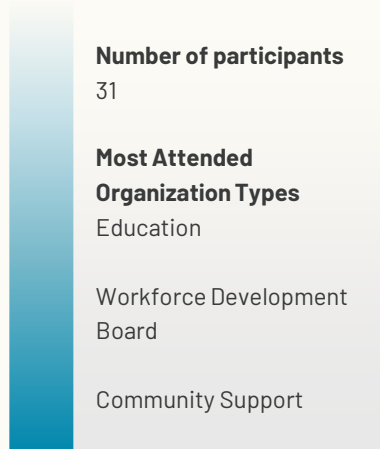
- Topics included agency collaboration and state-level priorities
- Focused on identifying strengths, opportunities, weaknesses, and threats at a state-level

PA WDB

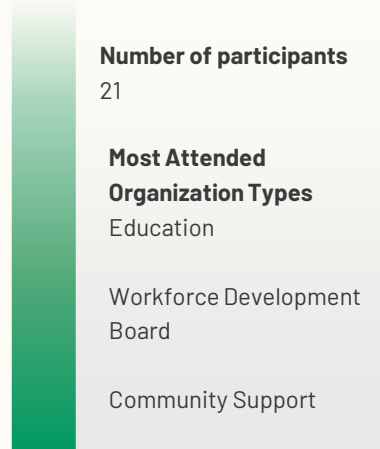
- Topics included draft goals and KPIs
- Focused on providing additional context and background

Public Engagement Listening Session Overview

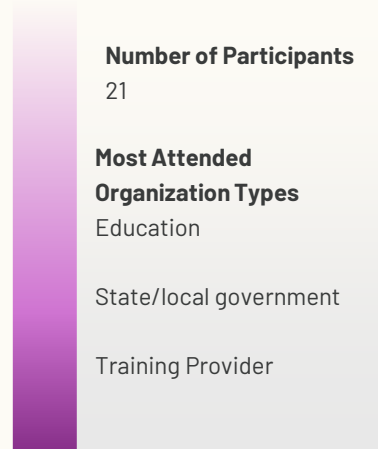
Lancaster



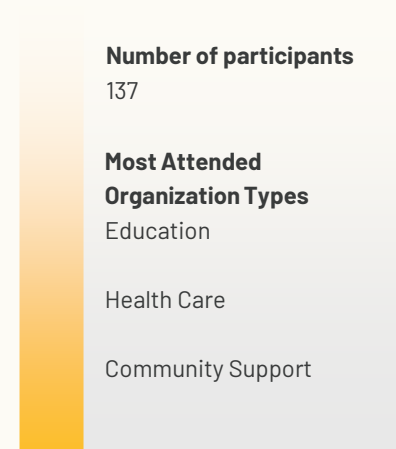
Luzerne



Pittsburgh



Virtual Session



Strategic Plan Interviews Overview

- Pennsylvania's Higher Education System
- Pennsylvania Department of Community & Economic Development
- Pennsylvania Office of Transformation & Opportunity
- Pennsylvania Department of Labor & Industry
- Pennsylvania Department of Education
- Pennsylvania Department of Human Services
- Pennsylvania Department of Corrections
- Pennsylvania Department of Agriculture
- Pennsylvania Department of Aging
- Pennsylvania Workforce Development Board Members
- Office of the Governor
- Team PA Foundation
- Governor Shapiro's Commissions

The following materials were referenced to ensure alignment with all relevant Commonwealth-wide initiatives.

- 1 **Governor Shapiro's 2024-25 Budget**
- 2 **Ten Year Strategic Plan for Economic Development**
- 3 **DRAFT: Pennsylvania Higher Education Master Plan**
- 4 **Ageing Our Way, PA: A Plan for Lifelong Independence**

2

Strategic Plan Overview

What is in the Strategic Plan?



Goal 1: Open doors of opportunity for all Pennsylvanians

Input

Community & Local Leadership

- Articulated the importance in addressing workers' barriers to participating in workforce development activities and maintaining employment
- Noted an increased need to engage and collaborate with employers

Leadership Across Commonwealth Agencies

- Discussed how there could be increased awareness of Pre-Apprenticeships and Registered Apprenticeships

PA WDB

- Expressed commitment to ensuring that all Pennsylvanians can access resources and programming



Potential Initiatives

- Providing quality workforce services for all
- Creating quality jobs in critical industries
- Help employers identify skills and workers articulate those skills
- Double down on workforce training and Pre-Apprenticeship and Registered Apprenticeship programs
- Improve college affordability and financial aid
- Invest in the mental health of our current and future workforce
- Expand housing availability & affordability
- Transportation
- Childcare

Goal 2: Invest in employer engagement and industry partnerships

Input

Community & Local Leadership

- Identified opportunity to encourage entrepreneurship among youth

Leadership Across Commonwealth Agencies

- Expressed commitment in continuing to build cross-agency collaboration

PA WDB

- Noted federal funding opportunities aligned with this work



Potential Initiatives

- Leverage federal funding to modernize and expand Pennsylvania's infrastructure and create opportunities for businesses and workers
- Expand support for Pennsylvania's small businesses with a focus on historically disadvantaged businesses and workers
- Establish an innovation fund to invest in innovating priority industry sectors & encourage entrepreneurship
- Foster collaboration across state agencies to become a premiere state for business and talent

Goal 3: Gain in-demand skills and education for career

Input

Community & Local Leadership

- Recommended different strategies for incorporating employer needs into existing curriculum and training options
- Discussed making it easier for employers to co-create Registered Apprenticeships and Pre-Apprenticeships

Leadership Across Commonwealth Agencies

- Discussed making it easier for employers to co-create Registered Apprenticeships and Pre-Apprenticeships

PA WDB

- Exploring ways to increase the availability of vocational training providers and decrease waitlists



Potential Initiatives

- Providing the information and resources needed to chart your own career path
- Matching internships, Pre-Apprenticeships, Registered Apprenticeships, and experiential learning With Pennsylvania's employer needs
- Establish industry & higher education partnerships to assure that graduates have in-demand and dynamic skills

Goal 4: Build vibrant and resilient regions

Input

Community & Local Leadership

- Suggested creating a centralized repository of regional supports available
- Noted the importance of understanding and working within the local context

Leadership Across Commonwealth Agencies

- Mentioned that oftentimes there are not the communication channels to share what other agencies are working on related to workforce development



Potential Initiatives

- Launch a platform to share best practices and learn from each other
- Incentivize growth with the Pennsylvania Regional Challenge
- Improve site development, preparedness, and marketing efforts to attract businesses to all regions of Pennsylvania

PA WDB

- Exploring ways in which workforce activities can align with other efforts to attract businesses

A decorative graphic on the left side of the slide, consisting of three overlapping geometric shapes: a light blue trapezoid on top, a dark teal trapezoid on the bottom, and a bright green square in the center where they meet.

Next Steps

Next Steps

- Finalize strategic plan
- Create a socialization plan to share the final plan with relevant partners
- Work together to implement the plan!

Questions?
Comments?
Compliments?
Concerns?

Thank you!

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info@thirdsectorcap.org | www.thirdsectorcap.org

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Josh Shapiro
Governor

Terry Wiltout
Chair