

# PARTNER WORK

The Workforce Development Board for the Pittsburgh Area



*Building a thriving workforce for the Pittsburgh region.*

Board of Directors' Briefing Book

**D e c e m b e r 1 5 , 2 0 2 3**



David J. Malone  
*Chair*



**BOARD OF DIRECTORS**

**David J. Malone, Chairman**  
Chairman and CEO, Gateway Financial

**Acklin, Kevin**  
President of Business Operations  
Pittsburgh Penguins

**Allen, Will**  
Managing Partner  
Magrac Ventures

**Barcaskey, Rich**  
Executive Director  
Constructors Association of  
Western PA

**Bullock, Dr. Quintin**  
President,  
Community College of Allegheny  
County

**Caplan, Debra**  
Executive in Residence  
The Forbes Funds

**Casoli, Rich**  
President  
Beemac Trucking

**Coplan, David A.**  
Executive Director  
Human Services Center Mon Valley

**Dalton, Erin**  
Director  
Allegheny County DHS

**Dozier, Clarence**  
Vice President, Safety,  
Sustainability, and Fleet  
Maintenance  
FedEx

**Ellsworth, Laura**  
*Partner4Work Vice Chair*  
Partner in-Charge of Global  
Community Service  
Jones Day

**Gittlen, Ike**  
Representative  
United Steelworkers

**Gonzalez, Gabriella**  
Program Officer  
Richard King Mellon Foundation

**Harris, Carey**  
Chief Executive Officer  
Literacy Pittsburgh

**Holt, Tim**  
Vice President, Human Resources  
UPMC Insurance Services Division

**Houser, Crystal**  
Director, PA Dept. of Labor &  
Industry  
Bureau of Workforce Partnerships  
and Operations

**Huey, Terry**  
Director  
Office of Vocational Rehabilitation

**Kelly, Darrin**  
*Partner4Work Secretary*  
President  
Allegheny/Fayette Central Labor  
Council, AFL-CIO

**LaVallee, Dan**  
Senior Director, Social Impact  
UPMC Health Plan

**Massaro, Steve**  
*Partner4Work Treasurer*  
President  
Massaro Construction Group

**McEvilly, Katherine**  
US Head of Human Resource, Vice  
President  
Covestro

**McLaughlin, Caitlin**  
Chief People Person  
LaFayette Square

**Melcher, Tom**  
Business Manager  
Pittsburgh Regional Building  
Trades Council

**Mendoza, Brandon**  
Executive Director  
NAIOP Pittsburgh

**Nobers, Jeff**  
Executive Director  
Builders Guild of Western PA

**Pipitone, Scott**  
President and CEO  
Pipitone Group

**Rendulic, Mark**  
Market President  
Citizens Bank

**Stewart, Joshua**  
Senior Vice President, Head of  
Talent Acquisition and Outreach  
PNC

**Thomas, John**  
Chief Financial Officer  
ECHO Realty

**Topoleski, Linda**  
Vice President, Workforce  
Operations and Programs  
Allegheny Conference on  
Community Development

**Washington, Dr. Nancy**  
Director, Allegheny Housing  
Rehabilitation Corporation

**Williamson, Sam**  
Chair  
Urban Redevelopment Authority  
Western PA Area Leader, 32BJ  
Service Employees International  
Union

**Wheatley, Jake**  
Chief of Staff  
Mayor Ed Gainey

# PARTNER WORK

The Workforce Development Board for the Pittsburgh Area

**Partner4Work  
Board of Directors' Meeting and  
Annual Meeting of TRWIB, Inc.  
8:30-9:30 a.m. December 15, 2023**

**In person:** Eos Energy Solutions, 700 Braddock Ave, East Pittsburgh, PA 15112

**Via Zoom:** <https://us02web.zoom.us/j/83490066088?pwd=cnlCNU94Y1g2UEVUV0I5TG5MQ2lmQT09>

1. **Welcome and roll call**

*David Malone, Chair*

2. **General Business – Consent Agenda**

- a. **Accept** \$3 million from the RK Mellon Foundation to support a 3-year Film Industry Partnership Pilot with Pittsburgh Pictures LLC.
- b. **Approve** the minutes from the September 29, 2023, Board meeting and the December 16, 2022, meeting of TRWIB, Inc.
- c. **Approve** the recertification of the PA CareerLink® Downtown and Allegheny East locations for the period of January 1, 2024, through December 31, 2026.
- d. **Accept** the actions taken by the Executive Committee since the last Full Board meeting.  
**Approve** minutes from the September 15, 2023, Executive Session of the Executive Committee (<https://www.partner4work.org/document/executive-committee-materials-for-12.4.23/>)  
**Approve** revisions/additions to the P4W Employee Handbook (attachment A)  
**Accept** all funds since the last Executive Committee meeting  
\$45,000 from Citizens Bank to support BankWork\$  
\$32,870 from the Department of Labor and Industry for the September Job Fair  
\$55,000 from UPMC to support a P4W healthcare liaison  
An additional \$13,200 from the National Fund for Workforce Solutions to support Resilient Jobs, Resilient Workers

**Approve** contracts

**Management and General**

FreeBridge	\$71,500
hivebrite	\$87,967

**Department of Justice**

ACTION Housing	\$78,000
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**WIOA Adult/Dislocated Worker**

Operation Better Block	\$449,300
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**Hillman**

Jacobson Consulting Applications (JCA)	\$37,196
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**Jefferson Foundation**

Per Scolas	\$39,310
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**PASmart**

Dynamic Workforce Solutions	\$25,000
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**ARC-Inspire**

Q & A Consulting Training	\$65,798
Tri-County WIB	\$122,500
Westmoreland Fayette WIB	\$122,500
Southwest Corner WDB	\$112,500

**Addenda**

# PARTNER WORK

The Workforce Development Board for the Pittsburgh Area

## WIOA Adult/Dislocated Worker

Dynamic Workforce Solutions budget increase of \$61,953

**Approve** new and revised policy recommendations (summary follows; full policies online)

### 3. **Audit/Finance**

*Steve Massaro and Kristin Kramer*

**ACTION:** Approve the Audited Financial Statements for TRWIB, Inc. (Attachment B)

**ACTION:** Approve the Form 990 Submissions for TRWIB, Inc. and RWC (Attachment C&D)

### 4. **Governance**

*Deb Caplan*

**ACTION: Approve 2024 Full Board and Executive Committee meeting dates**

**Full Board (8:30 to 10 a.m.)**

- March 29
- June 28
- September 27
- December 12 (Thursday)

**Executive Committee (8:30 to 10 a.m.)**

- March 15
- June 14
- September 13
- November 29

### 5. **Developing Strategic Industry Solutions**

#### a. **Eos Energy Solutions**

*Chad Fitzgerald, Vice President, Strategic*

*Partnerships & Public Affairs, Eos; Edgar Largaespada, Director of Industry Strategy, P4W*

### 6. **Other Business**

### 7. **Open Forum and Public Comment**

*Speakers are limited to three (3) minutes*

### 8. **Adjournment for a private tour**

## **MEETING MATERIALS**

**Minutes of Partner4Work Board of Directors' Meeting**

8:30 a.m. September 29, 2023

VIA ZOOM

**Board Members Present**

Barcaskey, Rich  
Bullock, Dr. Quintin  
Caplan, Debra  
Coplan, Dave  
Dozier, Clarence  
Gittlen, Ike  
Gonzalez, Gaby  
Harris, Carey  
Holt, Tim  
Houser, Crystal  
Huey, Terry  
Kelly, Darrin  
Malone, David  
Massaro, Steve  
McLaughlin, Cat  
Mendoza, Brandon  
Nobers, Jeff  
Rendulic, Mark  
Stewart, Josh  
Topoleski, Linda  
Washington, Dr. Nancy  
Williamson, Sam

**Board Members Absent**

Acklin, Kevin  
Allen, Will  
Casoli, Rich  
Dalton, Erin  
Ellsworth, Laura  
Huey, Terry  
Kelly, Darrin  
Lavallee, Dan  
McEvelly, Katherin  
Melcher, Tom  
Pipitone, Scott  
Thomas, John  
Wheatley, Jake

**Guests Present**

Benavides, Lisa Marie (Equus)  
Dick, Jeff (L&I)  
Handlovitch, Melissa (L&I)  
Higgins, Kiara (Dynamic Workforce Solutions)  
Hornbake, Dan (L&I)  
Klinger, Larry (Allegheny Intermediate Unit)  
Lampman, Chester (Labor & Industry)  
Leisten, Terri (Dynamic Workforce Solutions)  
Lu, Nikki (US Dept. of Labor)  
Morrow, Leo (L&I)  
Sostek, Karen (Dynamic)

**Staff Present**

Cherry, Rob  
Kramer, Kristin  
Pajewski, Jennifer  
Puskar, Susie  
Smith, Aja  
Smith, Andy  
Wesley, Dr. Carl

## **Board Meeting Minutes**

Chair Malone called the meeting to order at 8:32 a.m., announced a quorum present.

- Staff, board members, and guests were asked to acknowledge their participation in the chat feature.
- A link to the agenda was posted in the chat.

## **CONSENT AGENDA**

**No one wished to discuss any item in more detail for separate treatment.**

### **ACTION:**

- **Accept** Minutes from June 30, 2023, Board meeting
- **Accept** Minutes from the Sept. 15, 2023, Executive Session of the Executive Committee
- **Accept** all funds since the last Board meeting
  - \$3.75 million from the Department of Labor for worker-centered sector-strategy training programs for infrastructure-related jobs
  - \$500,000 from the Appalachian Regional Commission for SWPA efforts to support individuals recovering from substance use disorder
  - \$645,788 from the Allegheny County Department of Human Services for the Choice Neighborhood Initiative
  - As much as \$150,000 from DHS for job placement assistance
  - \$2,500 from Sustainable Pittsburgh

- **Approve** contracts

#### **TANF Youth**

Auberle \$100,000

#### **Pittsburgh Re-Entry Career Services**

Dynamic Workforce Solutions \$299,865

Center for Employment Opportunities \$200,000

Operation Better Block \$27,500

#### **Clean Energy**

Dynamic Workforce Solutions \$50,000

#### **BankWork\$**

Penn State \$15,000

#### **Development of Career Ready Allegheny County**

QNTM Marketing \$45,900

#### **Learn & Earn Addenda**

Equus \$25,290

Youth Enrichment Services \$36,530

Homewood Children's Village \$2,810

Dynamic Workforce Solutions \$2,810

Phase 4 Learning Center, Inc. \$47,770

Neighborhood Learning Alliance \$39,240

Student Conservation Association \$8,430

Community Empowerment Association \$14,240

**Title I Addenda**

Grant Associates

\$37,290

**Approve:** New and revised policies

- Program Income
- Build Back Better SWPA Training Policy
- Reentry Rental Assistance Policy
- EARN/ Work Ready Incentive Policy
- EARN/ Work Ready OJT
- WIOA/TANF Youth Eligibility Policy
- Customized Job Training Policy
- Incumbent Worker Training Policy
- TANF YDP Policy Guide
- WIOA Youth Policy Guide
- WIOA Adult/Dislocated Worker Policy Guide

**There were no objections and no abstentions. On a motion by Cat McLaughlin, seconded by Deb Caplan. The consent agenda was approved as presented.**

**White House Workforce Hub**

Nikki Lu, Chief of Staff for the Women's Bureau of the US Department of Labor, and Rob Cherry talked briefly about the White House Workforce Hub.



# Investing in America White House Workforce Hubs Pittsburgh Overview/Update\*

September 2023

\*announced projects only

**PITTSBURGH  
BUSINESS TIMES**

Government & Regulations

**Partner4Work selected as anchor institution for White House  
Talent Hub**



**Thank you to the  
leadership of this  
Board, the City of  
Pittsburgh and  
the  
Partner4Work  
senior team!**







**DOT / DOL principals / First Lady on site at the airport's terminal modernization project, discussing Pit2Work**

## Jill Biden touts airport funding, workforce development during Western Pa. visit

**TRIB LIVE** RYAN DETO   | Tuesday, July 18, 2023 7:33 p.m.



## Acting labor secretary explains Pittsburgh's 'workforce hub' designation

**TRIB LIVE** RYAN DETO   | Wednesday, July 19, 2023 4:24 p.m.





## The City of Pittsburgh Sits Down with White House Delegation for a Roundtable Discussion on the City's Designation as a Workforce Hub

The City of Pittsburgh Sits Down with White House Delegation for a Roundtable Discussion on the City's Designation as a Workforce Hub



# Julie Su: Why I'm spending Labor Day in Pittsburgh

**TRIB**  
**LIVE** JULIE SU | Monday, Sept. 4, 2023 9:00 a.m.



TRIBUNE-REVIEW

[Julie Su: Why I'm spending Labor Day in Pittsburgh | TribLIVE.com](https://www.triblive.com/story/news/politics/2023/09/04/julie-su-why-im-spending-labor-day-in-pittsburgh/7048117002)

# Next Steps



## News Release

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U.S. Department of Labor | September 26, 2023

**Biden-Harris administration awards nearly \$94M to train, prepare diverse workforce for good jobs created by 'Investing in America' agenda**

*Reaching workers for infrastructure jobs including union jobs in 25 states, District of Columbia*

News Release

**US DEPARTMENT OF LABOR AWARDS \$1.3M GRANT TO STATE OF ILLINOIS TO ACCELERATE GENDER EQUITY, INCLUSION IN INFRASTRUCTURE WORKFORCE**

**Presentation from Literacy Pittsburgh**

Carey Harris, CEO of Literacy Pittsburgh, provided the annual Title II report to the Board.





**LITERACY**  
PITTSBURGH

**BETTER**  
**LIVES**  
**THROUGH**  
**LEARNING**

**LITERACY**PITTSBURGH.ORG

# What We Do

**For those left behind, just arrived, never give up**

## **College and Career Readiness**

- Adult reading, writing and math
- High school equivalency
- Career transitions and workplace literacy

## **English Language Learning**

- English as a second language
- Citizenship
- Case management support

## **Family and Child Literacy**

- Oasis Intergenerational Tutoring
- Family literacy

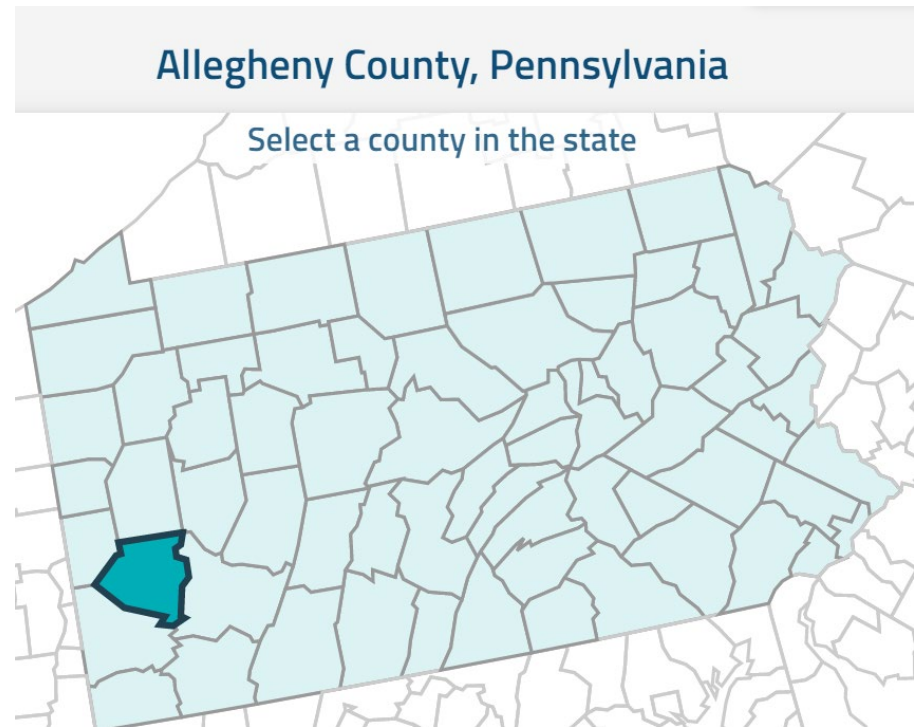
## **Building Community Capacity**

- AmeriCorps



# Who We Serve

- 110,000 don't speak English well or at all
- 13% low literacy (~120,000)
- 22% low numeracy (~202,000)
- 50,000+ w/o a high school credential



<https://nces.ed.gov/surveys/piaac/skillsmap/>



**LITERACY**  
PITTSBURGH

# Students: Title II

## COLLEGE AND CAREER READINESS

42%

## ENGLISH LANGUAGE LEARNING

58%

## EDUCATION UPON ENTRY

Postsecondary

46%

Less than a HS diploma

34%

HS diploma

20%

## INSTRUCTIONAL METHOD



Paid Teacher  
71%



Volunteer Tutor  
29%

**Goodwill**   
Southwestern Pennsylvania

JOB TRAINING | LIFE CHANGING

  
**LITERACY**  
PITTSBURGH

# Students: Title II

PY 22-23

2,697

PY 21-22

2,480

PY 20-21

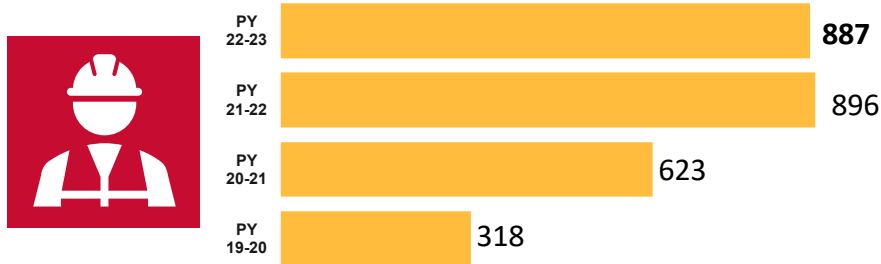
2,095

PY 19-20

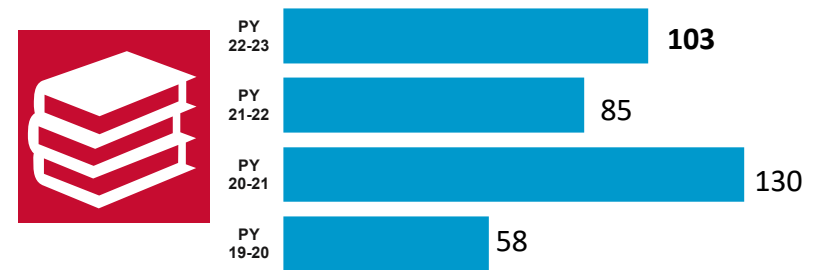
2,184

# Outcomes

## Employment Outcomes



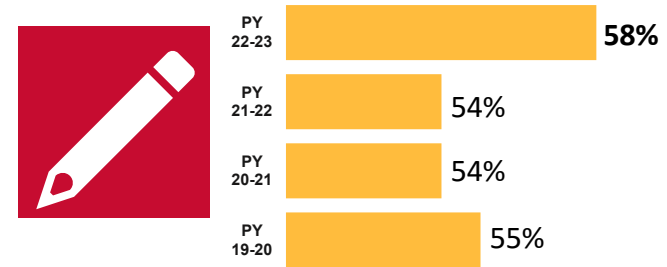
## Enter Postsecondary



## High School Equivalency



## Educational Level Gains



# Students & Outcomes: AIU3

## FAMILY LITERACY

**37**  
Families

3 ABE  
31 ELL

**48.65%**  
had EFL gains

## ADULT EDUCATION

**78**  
Individuals

20 ABE  
58 ELL

**33.3%**  
had EFL gains

## Success!

A 52-year-old student started working on his GED in April 2022 and earned his CSSD (GED credential) in September 2023!

**125** individuals participated in the corrections GED track program

\*Data represents six months of the adult education program. AIU3 was not approved until December 30, 2022.



# Basic Skills Training @ Work



<https://nextpittsburgh.com/business-tech-news/pit2work-turns-terminal-construction-into-job-training-opportunity/>

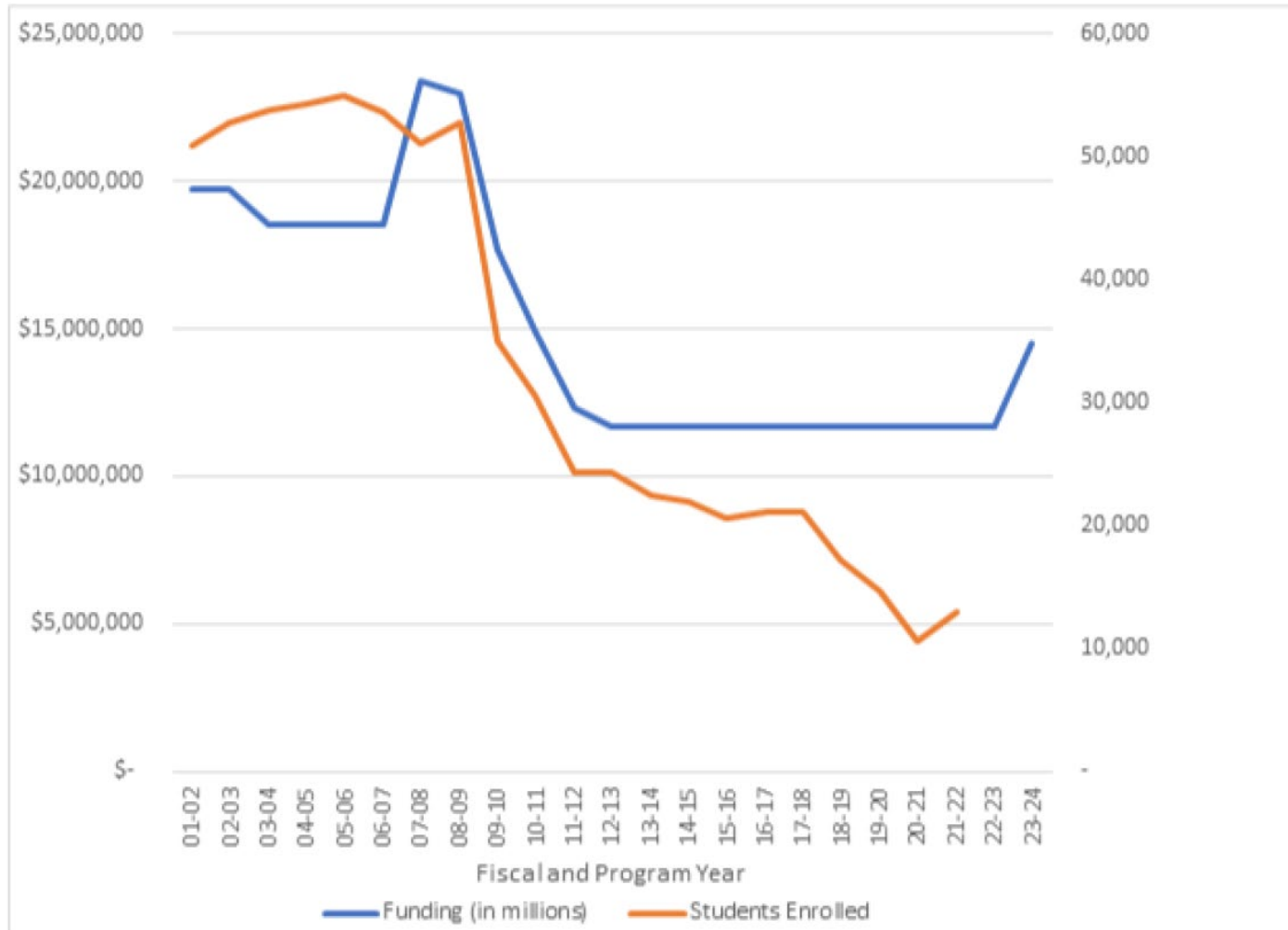


**LITERACY**  
PITTSBURGH



# Investment in Adult Ed

1st increase in PA funding in 12 years; much more needed



# Ready & Relevant

**Aligning** for better career outcomes

- Career Services
- Digital Skills
- Citizenship
- Skill training
  - @ LP/Goodwill/AIU
  - @ job training
  - @ work



# We're Ready: Engage Us

## Let's talk

- How can adult education be utilized to increase success in job training, employee retention, and advancement?
- How can we help support integration of immigrants into the workforce?
- How can we support digital skill development within the workforce system?





**LITERACY**  
**PITTSBURGH**

## CEO's report

Mr. Cherry shared:

- A video highlighting Acting Secretary Julie Su's visit to Partner4Work, Learn & Earn 2023, the PIT2Work program with the Airport and the Builders Guild, the Bridge to Work Job and Resource Fair, and grant awards.
- Congratulated Board members Deb Caplan, Dan Lavalley and Darrin Kelly on being appointed to the state workforce board.
- And detailed provided data on the Bridge to Work Job Fair. More than 130 employers and resource providers attended as well as 300 job seekers.

He also discussed grant awards received including more \$5 million in new funding to support a variety of work, including the Choice Neighborhood Initiative and supporting individuals recovering from substance use disorder.

The largest award received, \$3.7 million from the Department of Labor, will be used to build jobs in green infrastructure. P4W will partner with the Southwest Corner, Westmoreland-Fayette, and Tri-County Workforce Investment Board to expand technology and advanced manufacturing registered apprenticeships that support high-demand career pathways in Southwestern PA's growing clean energy and broadband sectors.

This work will span a nine-county area and expands well-established Information Technology and Advanced Manufacturing industry partnerships with an emphasis on serving both rural communities and historically underrepresented populations. Worker Voice: People of color, women, and residents of rural communities are underrepresented in Southwest PA's technology and advanced manufacturing workforce. The expansion of these sector partnerships will continue to seek input from underrepresented workers, using surveys, focus groups, and other worker-centered approaches to validate the effectiveness of training programs and to inform continuous quality improvement efforts through an equity lens.

Mr. Cherry concluded with an update on the potential government shutdown because of the budget impasse. Regardless of a shutdown, P4W does not expect an immediate impact on P4W operations or providers. The last government shutdown in 2018 lasted 34 days.

Should a stalemate last beyond 34 days, the finance committee will work to transfer funds as needed to keep providers and our programs whole. P4W is monitoring the situation and will provide updates to the board as warranted.

## **OTHER BOARD BUSINESS**

No other Board business

## **NEW BOARD BUSINESS**

No new Board business

## **PUBLIC COMMENT**

**With no additional public comment, the meeting adjourned at 9:35 a.m. There were no objections or abstentions.**

*ZOOM*

**Minutes of Partner4Work Board of Directors' Meeting**

8:30 a.m. December 16, 2022

VIA ZOOM

**Board Members Present**

Allen, Will  
Barcaskey, Rich  
Caplan, Debra  
Coplan, Dave  
Dozier, Clarence  
Ellsworth, Laura  
Gonzalez, Gaby  
Harris, Carey  
Holt, Tim  
Malone, David  
Mendoza, Brandon  
Pipitone, Scott  
Rupert, Duke  
Staszko, Frank  
Thomas, John  
Washington, Dr. Nancy  
Williamson, Sam

**Board Members Absent**

Acklin, Kevin  
Bullock, Quintin  
Casoli, Rich  
Dalton, Erin  
Gittlen, Ike  
Katona, Marci  
Kelly, Darrin  
Massaro, Steve  
McEvelly, Katherine  
Melcher, Tom  
Nobers, Jeff  
Pollard, Joshua  
Rendulic, Mark  
Topoleski, Linda

**Guests Present**

Benavides, Lisa Marie (Equus)  
Grigsby, Christine (Equus)  
Higgins, Kiara (Dynamic Workforce Solutions)  
Huey, Pete (OVR)  
Kageyama, Maya (Third Plateau)  
Lardaro, Katy (Third Plateau)  
Lampman, Chester (Labor & Industry)  
Leisten, Terri (Dynamic Workforce Solutions)  
Sostek, Karen (Dynamic)

**Staff Present**

Cherry, Rob  
Kramer, Kristin  
Pajewski, Jennifer  
Puskar, Susie  
Wesley, Dr. Carl

**Board Meeting Minutes**

Chair Malone called the meeting to order at 8:32 a.m., announced a quorum present, and announced that the meeting would serve as the annual meeting of TRWIB, Inc.

- Staff, board members, and guests were asked to acknowledge their participation in the chat feature.
- A link to the agenda was posted in the chat.

**CONSENT AGENDA**

**No one wished to discuss any item in more detail for separate treatment.**

- **APPROVE** Minutes from September 30, 2022, and Minutes from December 17, 2021, annual meeting
- **APPROVE** Revisions to the Pathway Home Supportive Services policy to include needs-based payments
- **APPROVE** Revisions to P4W’s Supportive Services Policy
- **APPROVE** 2023 Executive Committee and Full Board meeting dates
  - Executive Committee** (8:30 to 10 a.m., virtually and in-person when possible)
    - March 17, 2023
    - June 16, 2023
    - September 15, 2023
    - December 1, 2023
  - Full Board** (8:30 to 10 a.m., virtually and in-person when possible)
    - March 31, 2023
    - June 30, 2023
    - September 29, 2023
    - December 15, 2023
- **ACKNOWLEDGE** The actions taken by the Executive Committee since the last Full Board meeting.
  - **Approve** the release of WIOA adult/dislocated worker, one-stop operator, and WIOA and TANF youth services RFPs (conducted by e-vote on Nov. 18, 2022)
  - **Accept** Minutes from September 16, 2022 (<https://www.partner4work.org/document/executive-committee-materials-and-supplemental-documents-for-12.2.22/>)
  - **Accept** all funds since the last Executive Committee meeting
    - Citizens Bank for BankWork\$ \$45,000
    - Department of Justice for re-entry work \$900,000
  - **Approve** contracts
    - Early Childhood Education**
      - Community College of Allegheny County \$1,400
      - Literacy Pittsburgh \$39,760
    - Industry Partnership**
      - Per Scholas \$150,000
      - FortyX80 \$25,332
      - Career.Place \$2,500

**There were no objections. Carey Harris abstained. The consent agenda was approved as presented.**

### **STRATEGIC PLANNING**

CEO Rob Cherry, with Maya Kageyama and Katy Lardaro of Third Plateau, discussed the 2023-2025 Draft Strategic Plan presented in the Board packet. The group discussed the interviews, the SWOT analysis, research, retreats, and design of the plan that focuses on four priorities:

- **Advance and deliver effective, inclusive, and user-centered programs that build a stronger regional workforce.**
- **Convene and influence local leaders to support data-informed decision-making and fieldwide innovation.**
- **Expand our name recognition, credibility, and value proposition among our key partners.**
- **Bolster our organizational infrastructure to support innovative programs and sustainable impact.**

**On a motion by Tim Holt, seconded by Dave Coplan, the 2023-2025 Strategic Plan was approved by unanimous vote. There were no objections or abstentions.**

### **CEO'S REPORT**

CEO Rob Cherry discussed a year in review that focused on:

- Briefing document to Shapiro's team and his participation in Gov-elect Shapiro's transition team on workforce development
- Reconstitution and build out of the Policy and Research Department
- Hiring of a new Chief Program Officer
- Partnership with the Mayor's team
- Launch of P4W board video briefings
- Launch of monthly labor market and special reports including efforts for K-12
- Learn & Earn exceeding goal
- Strategic Planning
- New DOJ funding for re-entry
- Relocation of the Downtown CareerLink and new lease for East
- Legislative visit to PA CareerLink and follow-up meeting with Kate Klunk L&I subcommittee on employment/unemployment
- Release of nearly \$8.5 in WIOA and TANF funding for adult, dislocated worker, and youth and one-stop operator and related press coverage
- Thought leadership opportunities

### **OTHER BOARD BUSINESS**

No other Board business

### **NEW BOARD BUSINESS**

No new Board business



**PUBLIC COMMENT**

**With no additional public comment, the meeting adjourned at 9:02 a.m. There were no objections or abstentions.**

DRAFT

**Partner4Work Policy Changes for Board Approval  
December 2023**

To ensure alignment with federal and state policy and regulations, Partner4Work must develop program policies that guide how P4W-funded Adult, Dislocated Worker, and Youth services are delivered in Pittsburgh and Allegheny County. Partner4Work policies must be voted on and approved by the Partner4Work Board of Directors prior to local implementation. The following new and revised policies have been drafted for approval from the Board:

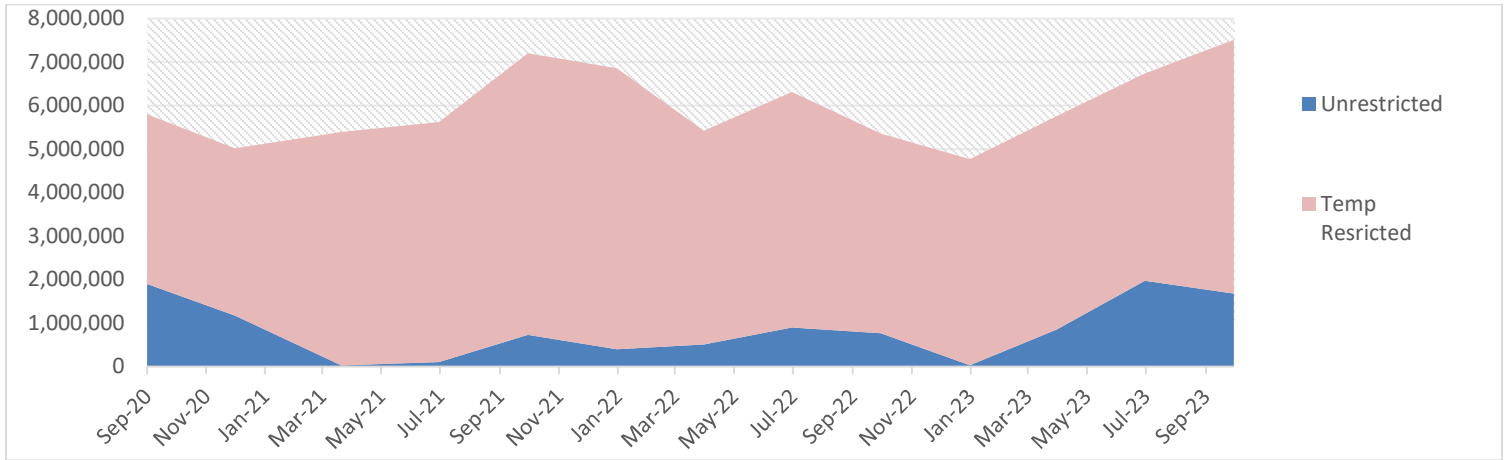
Policy	Updates
<b>P4W Complaint &amp; Grievance Policy</b>	<p><b>Policy Purpose:</b> The purpose of this policy is to inform Partner4Work (P4W) program participants of the procedures for filing a complaint or grievance alleging violations of programs and/or related policies and regulations.</p> <p><b>Recommended Changes for Board Approval (December2023): Revised Policy</b></p> <ul style="list-style-type: none"> <li>● Revised language of the current policy to accommodate programs outside of WIOA, while maintaining all requirements.</li> </ul>
<b>TANF EARN &amp; Work Ready Supportive Services Policy</b>	<p><b>Policy Purpose:</b> Partner4Work, through a network of providers, ensures the availability of appropriate and necessary supportive services to assist program participants. The purpose of this policy is to articulate how supportive service dollars are permitted to be provided to participants of Temporary Assistance for Needy Families (TANF) Employment and Training programs: Employment Advancement and Retention Network (EARN) and Work Ready.</p> <p><b>Recommended Changes for Board Approval (December 2023): New Policy</b></p>
<b>Reentry Supportive Services Policy</b>	<p><b>Policy Purpose:</b> Partner4Work, through a network of providers, ensures the availability of appropriate and necessary supportive services to assist reentry program participants with reintegration in the community. The purpose of this policy is to articulate how supportive service dollars are permitted to be provided to participants of the following Partner4Work- funded reentry programs:</p> <ul style="list-style-type: none"> <li>● Pittsburgh Reentry Career Services (PRCS)</li> <li>● Young Adult Reentry Project (YARP)</li> </ul> <p><b>Recommended Changes for Board Approval (December 2023): Revised Policy</b></p> <ul style="list-style-type: none"> <li>● Applied previously established reentry requirements to new programs.</li> </ul>

<b>Young Adult Reentry Project (YARP) Incentive Policy</b>	<p><b>Policy Purpose:</b> The Young Adult Reentry Project (YARP) aims to connect Allegheny County/Pittsburgh young adults aged 18-24 who have been incarcerated or served in alternative sentencing programs to a holistic reentry program that provides case management, mentoring, supportive services, connections to employment and training, GED and credit recovery programs, and other needed support to obtain quality employment.</p> <p>The purpose of this policy is to articulate how incentive payments may be provided to participants in the Pennsylvania Department of Labor &amp; Industry- funded program in Allegheny County and the City of Pittsburgh.</p> <p><b>Recommended Changes for Board Approval (December 2023):</b> <b>New Policy</b></p>
<b>Young Adult Reentry Project (YARP) OJT Policy</b>	<p><b>Policy Purpose:</b> The purpose of this policy is to articulate how On-the-Job (OJT) training funds are to be administered in Allegheny County/Pittsburgh under the PA Department of Labor &amp; Industry- funded Young Adult Reentry Project (YARP).</p> <p><b>Recommended Changes for Board Approval (December 2023):</b> <b>New Policy</b></p>
<b>WIOA Individual Training Account (ITA) Policy</b>	<p><b>Policy Purpose:</b> The purpose of this policy is to articulate requirements for the issuance of Individual Training Accounts (ITAs), which provide WIOA funding for participants to attend an approved training program of their choice on the statewide Eligible Training Provider List (ETPL).</p> <p><b>Recommended Changes for Board Approval (December 2023):</b> <b>Revised Policy</b></p> <ul style="list-style-type: none"> <li>● Limit funding for Commercial Drivers’ License (CDL) training programs to \$3,750 per ITA, a decrease from the current cap of \$5,000 per ITA.</li> <li>● Establish a maximum amount of ITAs that may be issued per training program during a 12-month period. The following policy language has been added to P4W’s ITA Policy: <i>“A maximum of 30 individual training accounts may be issued per training program on the Eligible Training Provider List (ETPL) during a 12-month program year (July - June). Actual ITA funding amounts will be determined through the ITA agreement established with the training provider.”</i></li> </ul>
<b>WIOA Supportive Services Policy</b>	<p><b>Policy Purpose:</b> Partner4Work, through a network of providers, ensures the availability of appropriate and necessary supportive services to assist program participants. The purpose of this policy is to articulate how supportive service dollars are permitted to be provided to WIOA Adult, Dislocated Worker, and Youth participants.</p> <p><b>Recommended Changes for Board Approval (December 2023):</b> <b>Revised Policy</b></p> <ul style="list-style-type: none"> <li>● Added language to clarify when a supportive service can be determined to be “necessary to enable participation in WIOA career services or training”.</li> </ul>

- |  |   |
|--|---|
|  | <ul style="list-style-type: none"><li>• Revised language to clarify how providers may determine that a supportive service is unavailable through resources outside of WIOA funding.</li></ul> |
|--|---|

# Dashboard Report

## Cash Flow Unrestricted and Temp Restricted Funds



## Current Assets, Liabilities & Equity

### Cash:

Temp Restricted \$5,844,340  
Unrestricted \$1,671,194

*Total Cash \$7,515,787*

### Line of Credit secured by Money Market

\$0 of \$500,000

### Other Current Assets

Prepaid Expenses \$27,081  
Prepaid Insurance \$11,010  
Security Deposit \$6,067  
Fixed Assets Net of Depreciation \$114,705  
Right of Use Asset – Operating Lease \$1,869,813  
Right of Use Asset – Finance Lease \$37,733

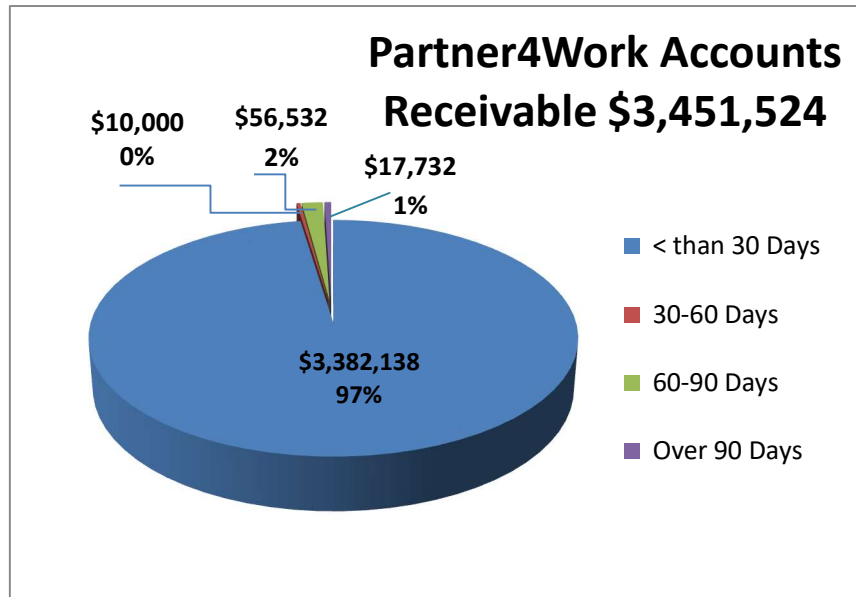
### Liabilities

A/P \$4,038,566 (\$3,714,949 due to subrecipients)  
Accrued Vacation/Payroll \$108,722  
A/R Clean Up \$128,927  
Accrued Contract Liability \$39,310  
Right of Use Liability – Operating Lease (current & long term) \$1,908,478  
Right of Use Liability – Finance Lease (current & long term) \$39,305

### Equity

Unrestricted Net Assets \$856,877  
Temp Restricted Net Assets \$7,164,336\*\*  
Net Income (\$1,236,004)

\*\*Career Link \$57,701; M&G \$2,733; Sector Strat. \$1,122,468; Adult TANF \$3,509,731; L&E \$2,471,703  
This is reflective of activity through 7/1/2023

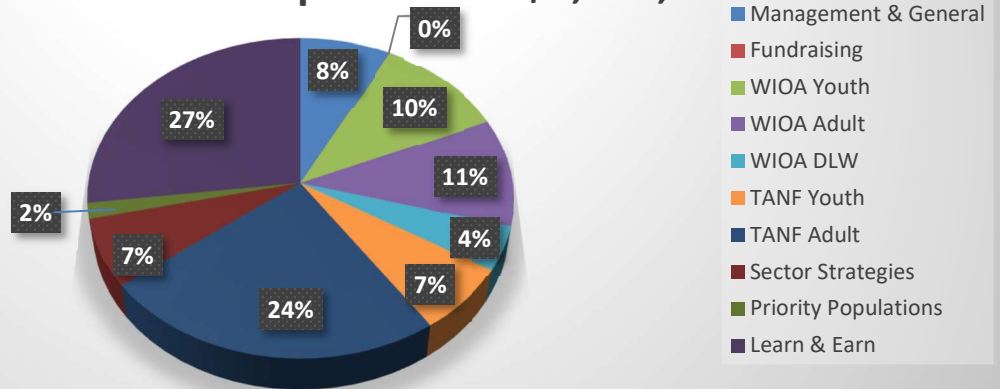


Items over 90+ days: National Fund \$13,200 \*; State DCED \$4,523.02  
\*marked as paid

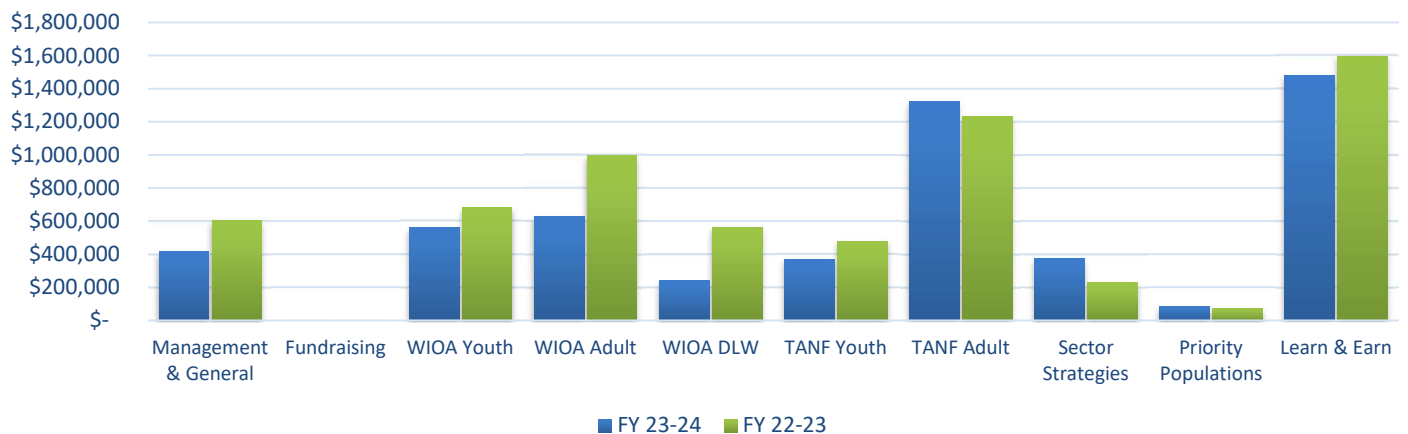
# Dashboard Report Continued

## Expense section

### Total Partner4Work Expenditures \$5,477,665



### Expense Comparison FY 22-23 vs. 21-22



## Comments

- Management & General is down \$189K from the previous year. There are several factors at play here. Salary, Wages & Benefits, contracted Service, Fiscal, and Supplies have all decreased. However, this will level out a bit moving into Q2.
- WIOA Youth is slightly below last year by \$121K. This is primarily related to direct program expenses. We have several new WIOA Youth providers this year and overall, everyone is off to a slower start.
- WIOA adult and WIOA dislocated worker programs are \$366K and \$325K below the prior year, respectively. We have one main title I provider this year whereas last year, we had two main title I providers. We issued an award this year of \$2.8 million vs. the prior year of \$3.5 million.
- TANF Youth is \$108K below last year. This is primarily related to direct program expenses. We have several new TANF Youth providers this year. Many providers did not invoice a July invoice and are off to a slower start.
- TANF Adult is \$92K above the prior year. There have been more individuals with language need being served. This July has had an up tik in referrals vs. prior year.
- Sector Strategies is \$145K above prior year. This increase is related to direct program expenses, salaries & wages and contracted services. This funding varies year to year.
- Learn & Earn is \$119K below the prior year, which is a timing issue. By the second quarter, these expenses will have caught up to the prior year and may exceed the prior year.

## **PROGRAM UPDATES AND OTHER INFORMATION**

### Allegheny County Labor Market Update

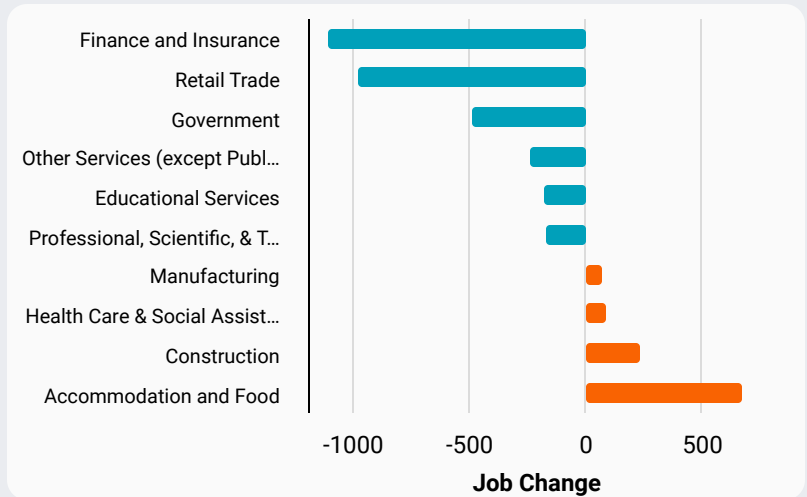
#### Allegheny County

2023 Jobs	695,908
2022 - 2023 Change	-1,012
2022 - 2023 % Change	-0.1%
Avg. Earnings Per Job	\$85,798
2023 Hires <sup>^</sup>	427,757
2023 Separations <sup>^^</sup>	406,800

<sup>^</sup> Reflects any addition to an establishment's payroll, including newly hired and rehired employees.

<sup>^^</sup> The number of workers who retire, leave the labor force for reasons other than retirement, or transfer to a different occupation. Does not include workers who change jobs but stay in the same occupation.

#### 2022 to 2023 Job Change for Top Ten Largest Industries

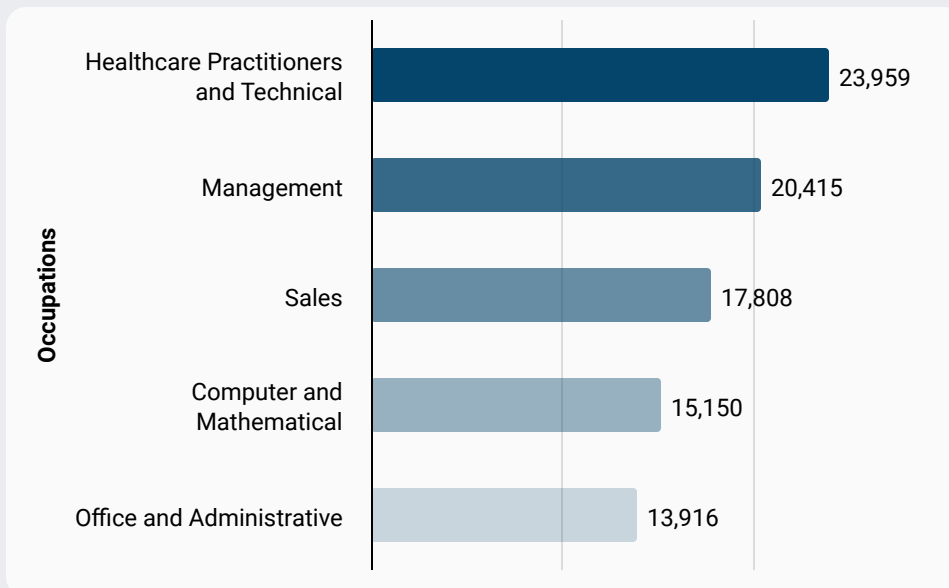


**185,464**  
Total Job  
Advertisements\*

**\$46,272**  
Annual Median  
Advertised Salary

**35,646**  
Average Monthly  
Hires

#### Most Job Advertisements by Occupation



In 2023, the demand side of the labor market did not significantly change in Allegheny County, year over year. **Finance and Insurance, Retail Trade, and Government** saw the largest decreases in jobs; and **Management, Accommodation and Food Services, and Arts, Entertainment, and Recreation** saw the largest **increases** in jobs. Moreover, Allegheny County had more hires than separations in 2023, indicating that the labor market in Allegheny is still a job seeker's market.

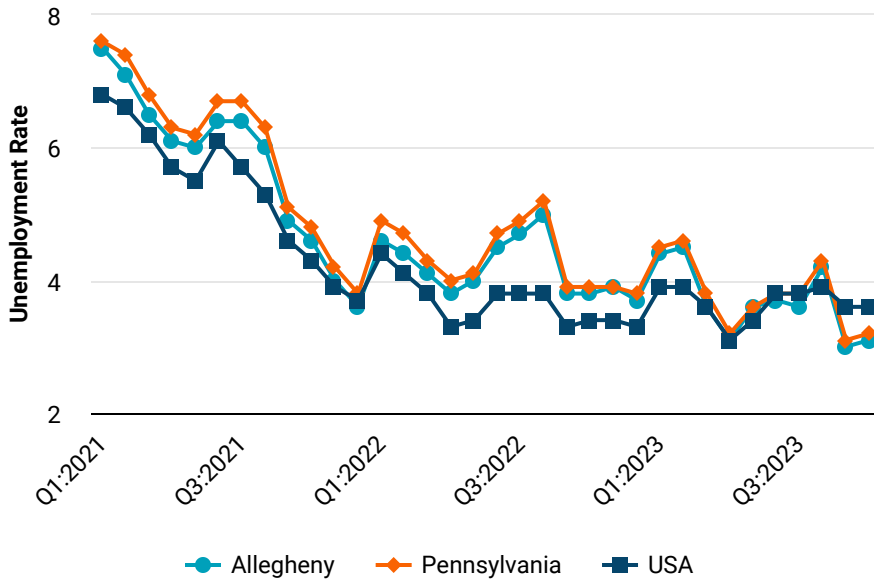


# PARTNER WORK

## Allegheny County Labor Market Update

December 2023

### Unemployment Rate (Not Seasonally Adjusted)



### Age & Gender in the Workforce

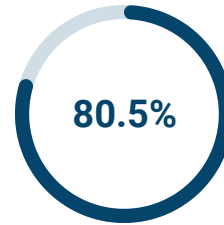


- 14-24 (12%)
- 25-54 (63%)
- 55 & Older (26%)

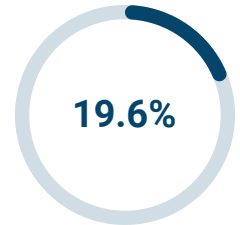


- Female (51%)
- Male (49%)

### Race and Ethnicity in the Workforce



White



People of Color



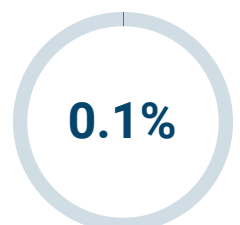
Black or African American



Asian

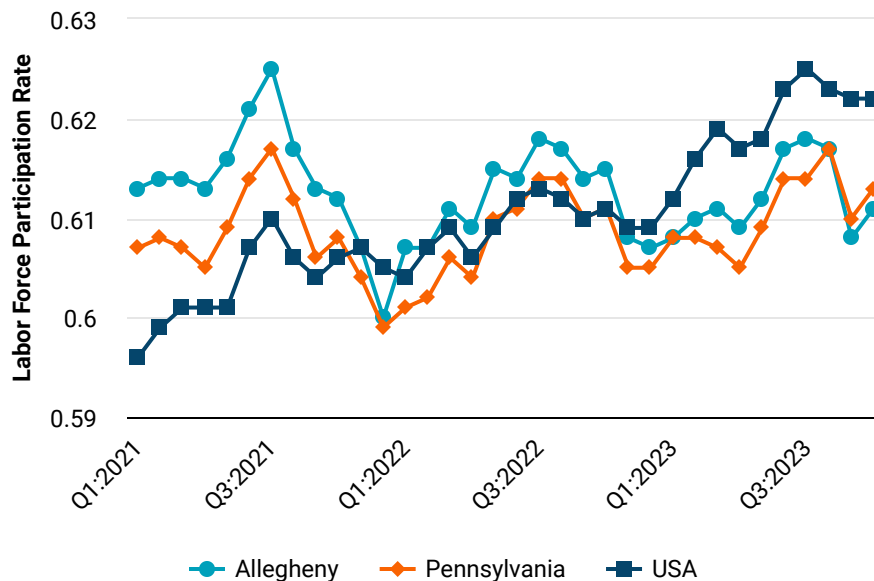


Hispanic or Latino



American Indian or Alaska Native

### Labor Force Participation Rate (Not Seasonally Adjusted)



Tracking just under the state unemployment rate, Allegheny County has witnessed historic levels of low unemployment. In terms of educational attainment, 44.8% of those 25 years and older in Allegheny County have a bachelor's degree, whereas only 35.1% across Pennsylvania have a bachelor's degree. When looking at the race and ethnicity, approximately 24.3% of Allegheny County's residents are people of color, while only 19.6% of the workforce are people of color.

### Allegheny County Labor Market Update

#### Pittsburgh Workforce Hub's Targeted Sectors Infrastructure || Advanced/Bio Manufacturing || Broadband || Clean Energy



#### Construction

**31,061**  
2023 Jobs

**4,100**  
Online Job Postings  
(Prev. 12 months)

**\$91,333**  
Avg. Earnings  
Per Job



#### Manufacturing

**33,988**  
2023 Jobs

**9,768**  
Online Job Postings  
(Prev. 12 months)

**\$100,194**  
Avg. Earnings  
Per Job



#### Telecommunications

**1,842**  
2023 Jobs

**609**  
Online Job Postings  
(Prev. 12 months)

**\$123,816**  
Avg. Earnings  
Per Job



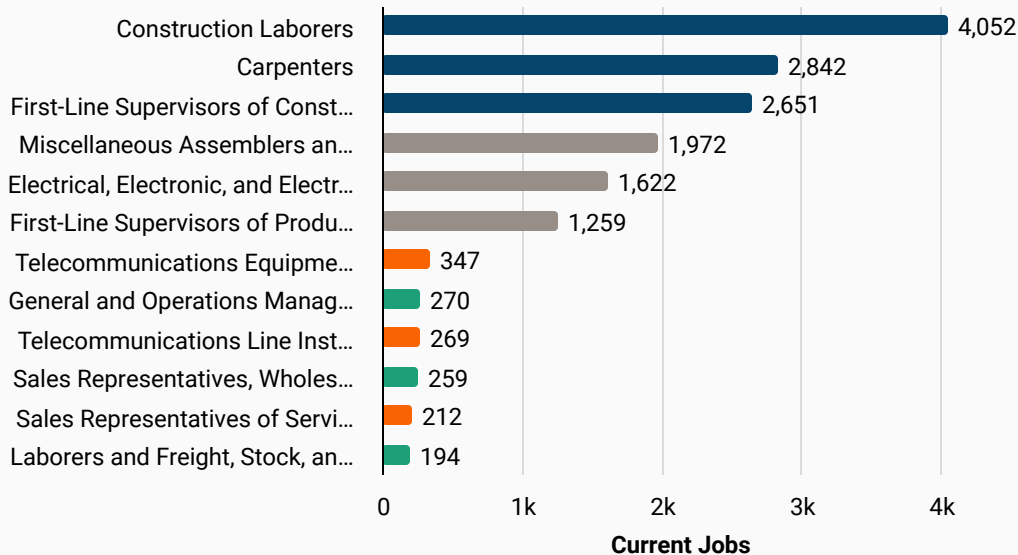
#### Clean Energy

**5,308**  
2023 Jobs

**1,931**  
Online Job Postings  
(Prev. 12 months)

**\$93,033**  
Avg. Earnings  
Per Job

Top Occupations for Target Sectors



The Pittsburgh Workforce Hub Initiative is a public- and private-sector partnership that seeks to connect people in the Pittsburgh region to good-quality jobs in strategically chosen industry sectors.

In cooperation with federal, state, and local authorities, the Workforce Hub will provide a framework and pipeline for meaningful, accessible, and sustainable employment.

# LEARN & EARN

2023



Wages Earned  
\$ 1.6 million

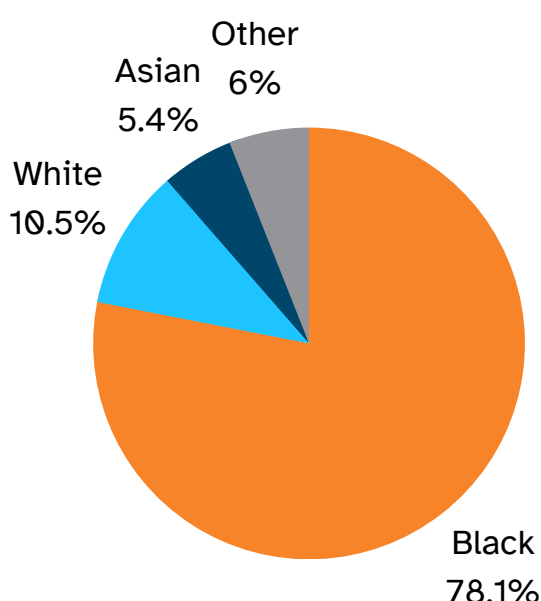


Youth Served  
1,288

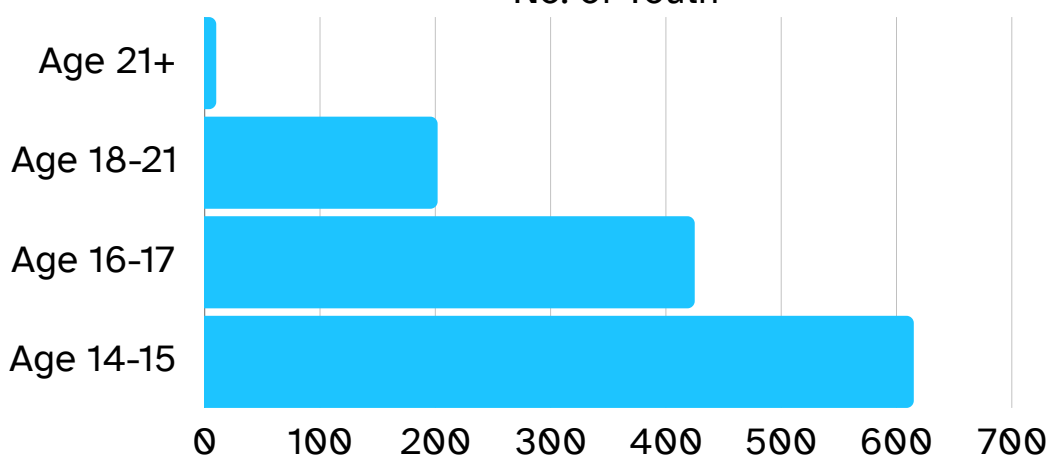


Youth Completed  
1,176

## Participant Race



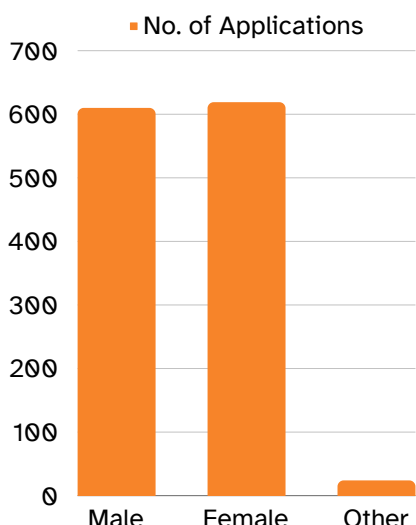
No. of Youth



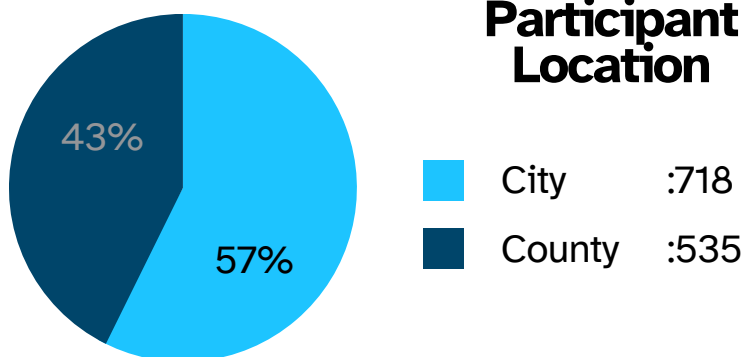
## Participant Age

Age 14-15 :615  
Age 16-17 :425  
Age 18-21 :202  
Age 21+ :10

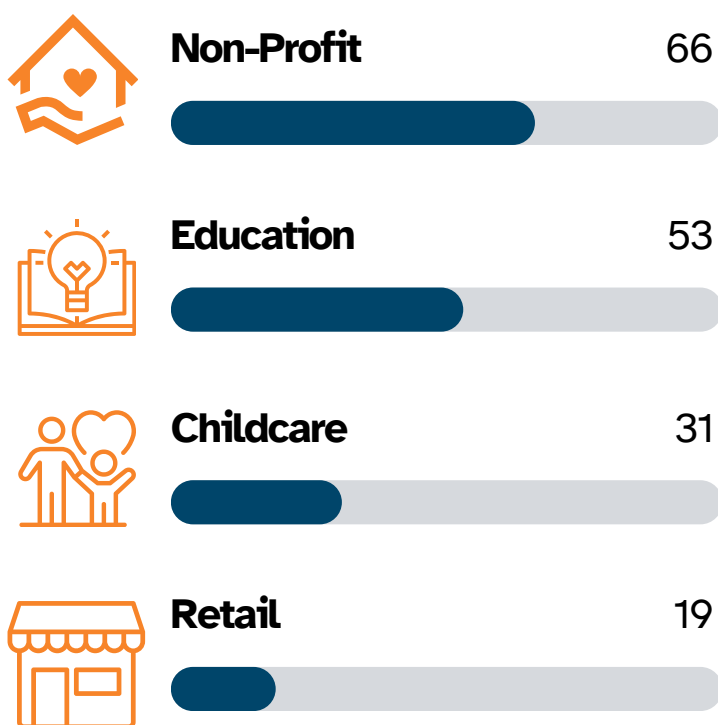
## Gender



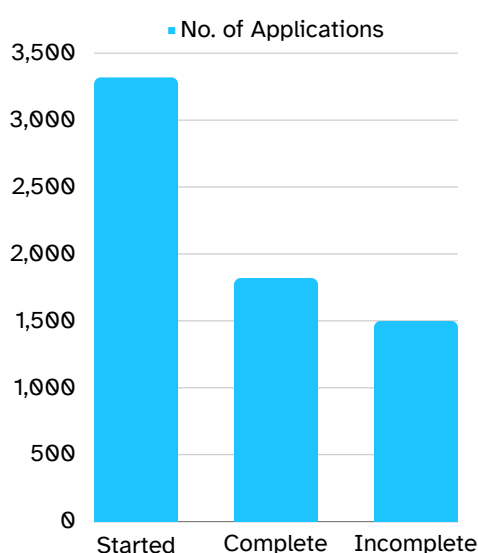
## Participant Location



## Top Worksite Industries



## Application Overview



22  
Providers

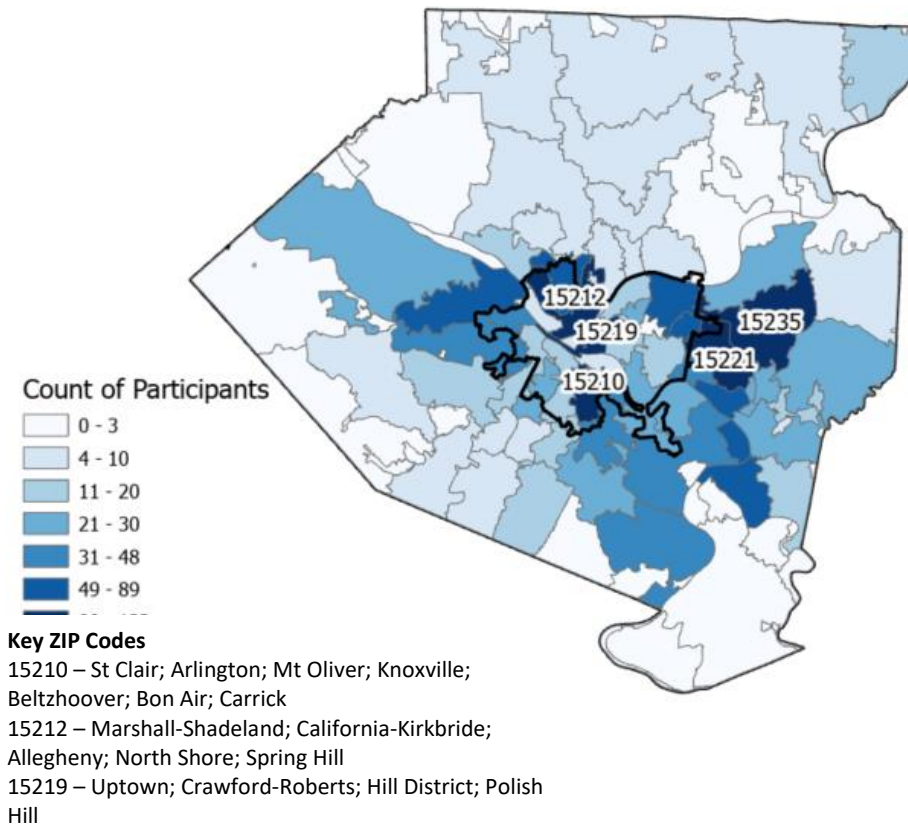
256  
Worksites

## Program and Performance Snapshot

### Program Year 2023 1<sup>st</sup> Quarter

The Partner4Work program year 2023 runs from July 1, 2023 to June 30, 2024. The first quarter ended on September 30. This report provides data for Partner4Work’s WIOA Adult/Dislocated Worker, WIOA Youth, TANF/SNAP Adult, and TANF Youth programs.

### Overall Numbers Served



Total Participants Served

**2,075**

Number of Participants Receiving Occupational Skills Training Services

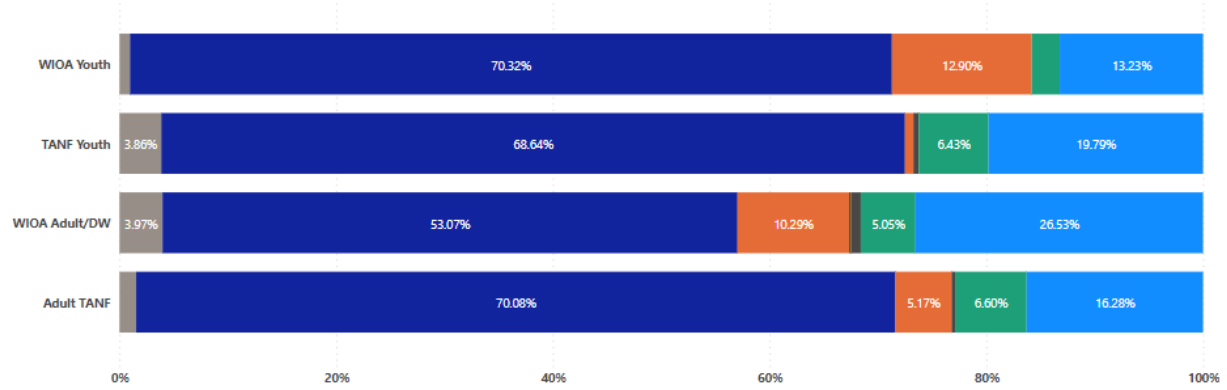
**202**

Program Title	Total Served PY23 Q1	Total Served PY22 Q1	Percent Change Over PY22 Q1
<b>WIOA Adult/DW</b>	554	635	-12.9%
<b>WIOA Youth</b>	297	314	-5.4%
<b>TANF Youth</b>	307	343	-10.5%
<b>TANF Adult</b>	917	722	+27.0%

## Demographics

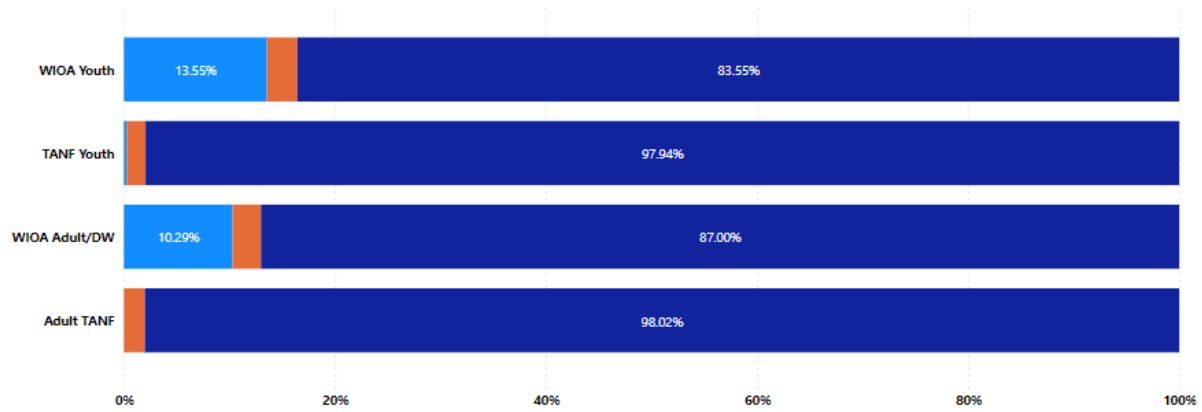
### Race by Program PY23 Q1

Race ● Asian ● Black ● Did Not Disclose ● Hawaiian/Pacific Islander ● Native American/Alaskan Native ● Two or More ● White



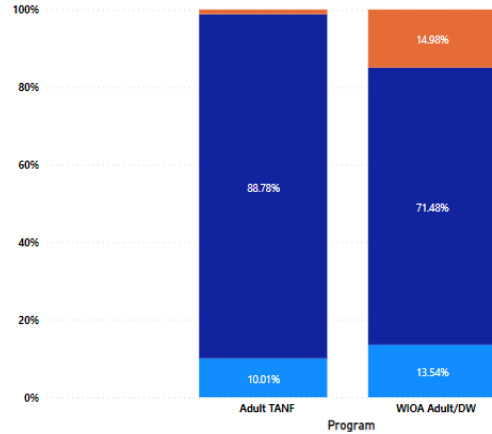
### Ethnicity by Program PY23 Q1

Ethnicity ● Did Not Disclose ● Hispanic/Latino ● Non Hispanic/Latino



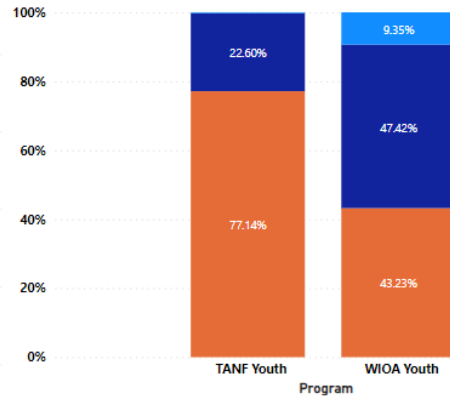
### Age by Program - Adult PY23 Q1

Age Range ● <25 ● 25-55 ● >55



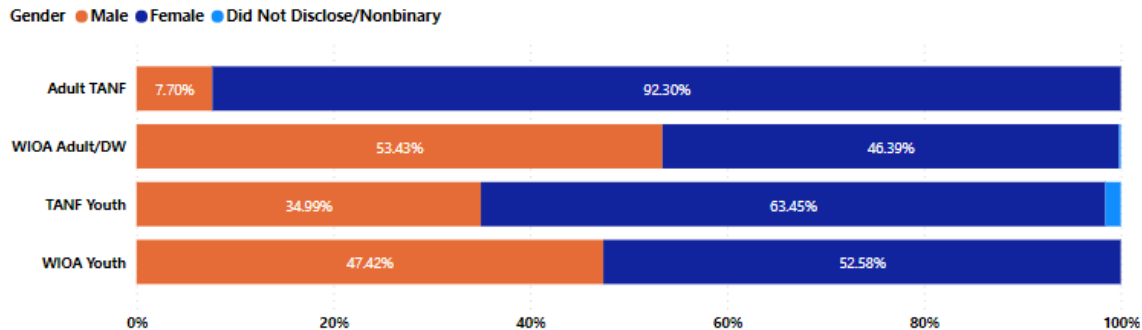
### Age by Program - Youth PY23 Q1

Age Range ● 14-17 ● 18-21 ● >21



# PARTNER WORK

## Gender by Program PY23 Q1



## WIOA Adult and Dislocated Worker

WIOA Title I Adult and Dislocated Worker programs are designed to help job seekers access employment, education, training, and support services to succeed in the labor market and to match employers with the skilled workers they need to compete in the regional economy.

### Individuals Served

Service Category	Total Served PY23 Q1	Total Served PY22 Q1	Percent Change Over PY22 Q1
Career Services	486	596	-18.5%
Supportive Services	6	36	-83.3%
Training Services	174	186	-6.5%
<b>Total</b>	<b>553</b>	<b>635</b>	<b>-12.9%</b>

### Exits

	PY23 Q1 Count	PY22 Q1 Count	Percent Change Over PY22 Q1
<b>Total Exits</b>	<b>257</b>	<b>238</b>	<b>+8.0%</b>
<b>Exits to Employment</b>	<b>126</b>	<b>130</b>	<b>-3.1%</b>
<b>Exits with No Outcome</b>	<b>131</b>	<b>108</b>	<b>+21.3%</b>

Note: Employment data is based on self-reported participant information. Employment rates typically increase in final WIOA Performance Reporting, which uses UI Wage Record data. Exits to employment are any exits where the participant had the code "Entered Unsubsidized Employment/Called Back/Remained with Layoff Employer;" exits with no outcome are exits that are not to employment.

### Employment

Program Time Period	Total Number Employed	Median Hourly Wage	% of employed above the self-sufficiency wage
PY 2022 Q1	153	\$21.00	70.0%
PY 2023 Q1	146	\$19.00	49.7%

Note: P4W sets the self-sufficiency wage based on 250% of the Federal Poverty Guidelines. The 2023 self-sufficiency wage is \$17.52/hour for an individual. "Total number employed" is a higher number than "Exits to employment" because participants can be counted as employed when employment information is not present at exit, but verified later through other means.

## WIOA Youth

WIOA Title I Youth programs prioritize services for young individuals, focusing on job training, education, work experience, and career development.

### Individuals Served

Service Category	Total Served PY23 Q1	Total Served PY22 Q1	Percent Change Over PY22 Q1
Assessment Testing Services	178	187	-4.9%
Career and Employment Services	81	5	+1,520.0%
Educational Achievement Services	252	-	-
Service Strategy	214	239	-10.5%
Supportive Services	280	217	+29.0%
Other	9	-	-
<b>Total</b>	<b>289</b>	<b>244</b>	<b>+18.4%</b>

Note: "Other" includes occupational skills training, youth leadership development opportunities, and post-exit adult mentoring.

### Exits

	PY23 Q1 Count	PY22 Q1 Count	Percent Change over PY22 Q1
Total Exits	7	24	-70.83%
Exits to Education	0	1	-100.00%
Exits to Employment	1	13	-92.31%
Exits with No Outcome	6	10	-40.00%

Note: Most youth exits occur at the end of the program year as the youth programs align with the school year. PY22 had a high number of exits in Q1 as carryover from PY21, but most youth exit in Q4, and this pattern resumed in PY23.

## WIOA Negotiated Performance Measures

### Allegheny County

Program	WIOA Performance PY 2023 1st Quarter (Program Year-to-Date)	Actual	Negotiated	% of Goal Achieved
<b>Adult</b>	<b>Average Program Score: 106.7%</b>			
	<i>Calculated as an average of the "% of Goal Achieve" across performance measures in a program.</i>			
	Employment in the 2 <sup>nd</sup> Quarter After Exit	79.6%	75.0%	106.1%
	Employment in the 4 <sup>th</sup> Quarter After Exit	79.0%	73.0%	108.2%
	Median Earnings in the 2 <sup>nd</sup> Quarter After Exit	\$7,402	\$5,900	125.5%
	Credential Attainment	79.3%	67.0%	118.4%
<b>Dislocated Worker</b>	Measurable Skill Gains	41.5%	55.0%	75.5%
	<b>Average Program Score: 95.4%</b>			
	Employment in the 2 <sup>nd</sup> Quarter After Exit	60.7%	80.0%	75.9%
	Employment in the 4 <sup>th</sup> Quarter After Exit	80.6%	78.0%	103.3%
	Median Earnings in the 2 <sup>nd</sup> Quarter After Exit	\$12,286	\$8,750	140.4%
Credential Attainment	58.3%	70.0%	83.3%	

# PARTNER WORK

	Measurable Skill Gains	42.1%	57.0%	73.9%
<b>Youth</b>	<b>Average Program Score: 59.2%</b>			
	Employment in the 2 <sup>nd</sup> Quarter After Exit	N/A	69.0%	N/A
	Employment in the 4 <sup>th</sup> Quarter After Exit	100%	61.0%	163.9%
	Median Earnings in the 2 <sup>nd</sup> Quarter After Exit	N/A	\$2,300	N/A
	Credential Attainment	100%	80.0%	125.0%
	Measurable Skill Gains	5.9%	82.0%	7.2%

## City of Pittsburgh

Program	WIOA Performance PY 2023 1st Quarter (Program Year-to-Date)	Actual	Negotiated	% of Goal Achieved
<b>Adult</b>	<b>Average Program Score: 97.0%</b>			
	<i>Calculated as an average of the “% of Goal Achieve” across performance measures in a program.</i>			
	Employment in the 2 <sup>nd</sup> Quarter After Exit	71.0%	75.0%	94.7%
	Employment in the 4 <sup>th</sup> Quarter After Exit	70.9%	73.0%	97.1%
	Median Earnings in the 2 <sup>nd</sup> Quarter After Exit	\$7,130	\$5,900	120.8%
	Credential Attainment	84.0%	67.0%	125.4%
Measurable Skill Gains	25.9%	55.0%	47.1%	
<b>Dislocated Worker</b>	<b>Average Program Score: 66.2%</b>			
	Employment in the 2 <sup>nd</sup> Quarter After Exit	41.7%	80.0%	52.1%
	Employment in the 4 <sup>th</sup> Quarter After Exit	62.5%	78.0%	80.1%
	Median Earnings in the 2 <sup>nd</sup> Quarter After Exit	\$9,204	\$8,750	105.2%
	Credential Attainment	50.0%	70.0%	71.4%
	Measurable Skill Gains	12.5%	57.0%	21.9%
<b>Youth</b>	<b>Average Program Score: 61.5%</b>			
	Employment in the 2 <sup>nd</sup> Quarter After Exit	58.3%	69.0%	84.5%
	Employment in the 4 <sup>th</sup> Quarter After Exit	50.0%	61.0%	82.0%
	Median Earnings in the 2 <sup>nd</sup> Quarter After Exit	\$3,420	\$2,500	136.8%
	Credential Attainment	N/A	80.0%	N/A
	Measurable Skill Gains	3.4%	82.0%	4.1%

*Note: WIOA Youth participants typically begin enrolling in Q1 and exit in Q4 of the program year. WIOA Youth program performance typically improves in Q2, Q3, and Q4 of the program year due to increases in number of participants in the denominators for these performance measures. In addition, lower levels of performance in the City of Pittsburgh – Dislocated Worker program are being influenced by low numbers of participants in the performance denominators for Q1.*



# PARTNER WORK

## TANF/SNAP Adult

Employment Advancement and Retention Network (EARN) and Work Ready programs are designed to engage recipients of Temporary Assistance for Needy Families (TANF) and the Supplemental Nutrition Assistance Program (SNAP) in activities that prepare them for employment and provide them with opportunities to become self-sufficient.

PY22 Q4 Credentials and Placements are included in this section, as this data was not available during the last quarter due to a data lag.

### Cases – PY22 Q1 vs PY23 Q1

	PY23 Q1 Referrals	Percent Change Over PY22 Q1	PY23 Q1 Individuals Served	Percent Change Over PY22 Q1
TANF EARN	241	+17.0%	584	+18.9%
TANF Work Ready	116	+56.8%	265	+43.2%
SNAP EARN	19	-26.9%	68	+47.8%

Note: “Referrals” are the number of individuals found eligible by the County Assistance Office (CAO) and referred to a contractor for enrollment. Some referrals are not enrolled, for a variety of reasons.

### Outcomes – PY22 Q1 vs PY23 Q1

	EARN PY23 Q1	EARN PY22 Q1	Work Ready PY23 Q1	Work Ready PY22 Q1	SNAP PY23 Q1	SNAP PY22 Q1
Total Cases Closed	133	396	37	108	28	33
Percent of Positive Closures	12.0%	13.9%	40.5%	24.7%	25.0%	42.4%
Percent of Negative Closures	88.0%	86.1%	59.5%	75.7%	75.0%	57.6%

Note: for EARN and Work Ready, case managers were instructed by PA DHS to not close cases during PY21 due to ongoing conditions from the COVID-19 pandemic. Many of these cases ended up being closed in PY22 and early PY23. A case closure is considered “positive” if the participant maintained continuous employment for 18 months while in the program or completed the program, and “negative” in all other circumstances.

### Credential Attainment and Job Placements Information – PY22 Q1 vs PY23 Q1

	EARN Count	Percent Change Over PY22 Q1	Work Ready Count	Percent Change Over PY22 Q1	SNAP Count	Percent Change Over PY22 Q1
Credential Attainment	39	-2.5%	17	-36.0%	2	-60.0%
Job Placements	54	+10.2%	20	+17.7%	5	0.00%

# PARTNER WORK

## PY22 Q4 vs PY21 Q4

	EARN Count	Percent Change Over PY21 Q4	Work Ready Count	Percent Change Over PY21 Q4	SNAP Count	Percent Change Over PY21 Q4
<b>Credential Attainment</b>	54	+50.0%	19	+35.7%	5	-16.7%
<b>Job Placements</b>	35	0.0%	10	-44.4%	5	+25.0%

## TANF Youth

The Temporary Assistance for Needy Families Youth Development Program (TANF YDP) is funded by the PA Department of Human Services (PA DHS) and administered by the PA Department of Labor and Industry (L&I). TANF YDP programs provide workforce services for youth and young adults, focusing on employment and education experiences and the development of essential workplace skills.

The Youth Development Program is aligned with the school year, so outcome information is not available until after program year completion.

## PY23 Q1 Cases

	Participant Count
<b>Total Enrolled</b>	307
<b>Element of Service</b>	
<b>Career/Employment</b>	65
<b>Education</b>	180
<b>Supportive</b>	34

## PY22 Total Outcomes

	Participant Count
<b>Total Enrolled</b>	486
<b>Credential Attainment</b>	292
<b>Job Placements</b>	53

## **Adult Programs**

### **PA CareerLink®**

- Effective July 1, 2023, Dynamic Workforce Solutions is the primary WIOA Title I provider for both PA CareerLink® centers, including the Downtown Pittsburgh and Allegheny East locations. Dynamic and Partner4Work continue to work on strengthening Dynamic's position within the workforce system; e.g., making staffing adjustments, creating partnerships, setting new goals and objectives, enhancing service delivery, and supporting special projects.
- In addition to offering WIOA Adult and Dislocated Worker services, Dynamic now offers WIOA Youth services through PA CareerLink®. Dynamic is currently working on youth program development, building relationships with existing WIOA Youth providers in the area, and creating new pipelines and opportunities for young adults to participate in the workforce development system.
- On July 1, 2023, Goodwill of Southwestern PA became a provider of WIOA Title I Adult services, as a result of procurement in the spring. Partner4Work is working with Goodwill to develop their new career service programming and orient new staff to WIOA and Title I requirements. Goodwill has begun to enroll and serve participants. With further development in the coming months and years, Goodwill's goal is to serve 100 participants per year.
- P4W recently signed a lease for a new Allegheny East office. The new 12,500 square foot location is at 300 Penn Center Boulevard, Building No. 3 next to the Monroeville Mall. It is accessible by public transportation, has ample parking, generous natural lighting, and space for additional customers and partners. The new center is expected to open early next fiscal year.

### **Occupational and Work-Based Training**

- The Adult Program Team continues to work with PA CareerLink® to deliver the ITA (Individual Training Account) and IRTP (Industry Recognized Training) programs. Both programs support individuals participating in occupational skills training, including commercial driving, construction, information technology, healthcare, and culinary. Between the two programs, Partner4Work expects to support approximately 300 individuals per year.
- Partner4Work has also been making enhancements to work-based training tools for employers, including OJT and CJT, which are forms of on-the-job training for new hires, and IWT, which is Incumbent Worker Training. Over the past few months, Partner4Work has developed and introduced new agreement templates, contracting processes, and

fiscal procedures for work-based training, which are expected to streamline and improve the employer experience. Current work-based training agreements with employers support jobs in construction, healthcare, manufacturing, and other sectors.

### **Special Project Support**

- The Adult Program Team, in close coordination with PA CareerLink® and other partner agencies, continues to support major components of the new initiatives developing at Partner4Work, including Build Back Better, Green Infrastructure, Choice Neighborhoods, re-entry services, and other special projects. As many of these initiatives move deeper into implementation, program support includes recruitment and enrollment, career services, supportive services, training participation, and more.

### **Program Optimization Committee**

- The Program Optimization Committee met for the first time on November 1st, chaired by Cat McLaughlin, and plans to meet on a quarterly basis moving forward. As a standing committee of Partner4Work, the Committee will help guide Partner4Work's policies, priorities, and general management of adult workforce programs.

### **EARN and Work Ready**

- The EARN and Work Ready Programs are designed to support individuals and families who utilize TANF or SNAP, providing case management, training, barrier remediation, employment, and retention. All referrals to the EARN and Work Ready Programs are made by the County Assistance Office (CAO) to service providers contracted by Partner4Work, including EDSI, Grant Associates, and Goodwill.
- Both programs experienced a sharp decrease in referrals during the pandemic that lasted through 2022. Beginning in 2022 and into 2023, referrals and enrollments have increased significantly, reaching almost pre-pandemic levels in recent months. Partner4Work and program service providers are focused on handling the increased referrals while maintaining quality within the program and meeting expected outcomes.

Beginning in December 2023, EARN and Work Ready staff will maintain a light presence within the Downtown PA CareerLink®, providing another central location for EARN and Work Ready participants to access services and creating opportunities for better integration with PA CareerLink® partner agencies.

### **Youth Programs**

### **Year-Round Programs:**

- As of November, there are 406 youth enrolled in programs supported by TANF funds, which is 65% of contract capacity. Into WIOA programs, there are 456 youth enrolled, which is 71% of contract capacity.
- This program year, Partner4Work has put greater emphasis on best practice sharing across providers, and has seen greater collaboration on service provision for young people across youth programs. The longer term strategy is to align workforce programming for high-school aged youth more closely with the PA Department of Education requirements through a focus on work-based learning. For out of school youth, it is to align efforts more directly with Partner4Work's industry partners and establish more direct connections to the employment opportunities that are becoming available through new apprenticeships and other projects.
- Two youth providers so far have initiated more specific connections to our industry partners and apprenticeship development. Phase4 Learning Center is working to register a pre-apprenticeship in advanced manufacturing and technology, and the Trade Institute of Pittsburgh has registered their program as a pre-apprenticeship in masonry and construction.
- Staff at PA CareerLink have been developing relationships and training with youth serving providers and have begun enrolling youth in services at the One Stop Center.

#### **Business Education Partnerships:**

- Funded through state Business Education Partnership (BEP) grants, Partner4Work has been working with all 4 regional centers for Career and Technical Education and both comprehensive centers in the county to advance cooperative education opportunities for CTE students, and build more direct connections between the schools and our industry partners. To date, 196 CTE students participated in co-operative education or externships through our partnership, overwhelmingly exceeding our original goal of 20.
- 18 CTE students from Pittsburgh Public Schools Health Careers Academy completed externships with Allegheny Health Network in the 2022-2023 school year and 50% were hired by AHN directly after graduation.
- Connected to industry partnership development, Partner4Work will be working with a number of CTCs to register their current programs as pre-apprenticeships, with initial work being to support the registration of programs at Steel Center and Parkway West.

#### **CareerReady Allegheny:**

- In response to the feedback of superintendents across Allegheny County, and Partner4Work's strategic plan, staff have been building a strategy specific to K-12 schools over the past several months. Partner4Work has partnered with the Allegheny Intermediate Unit and the Consortium for Public Education to develop and launch

CareerReady Allegheny. The effort will mirror similar partnerships across the state that have been built between the local workforce board, public schools and employers.

- At the school/student level, our main goals are to normalize career planning to be inclusive of post-secondary education as well as apprenticeships, certification programs and the like, and for our local labor market needs to be met by our local school system. The first product will be a suite of resources and tools for schools and employers to support work-based learning. We have contracted with QNTM, a software developer who has built a similar website for Lancaster County, to build a site that will be a clearinghouse of information for schools, as well as provide a way for school staff and employers to find one another more easily through a profile-based matchmaking tool.
- To support content development, gauge interest and develop a broader coalition of stakeholders who will use the tools once they've been built, Partner4Work staff has directly engaged over 100 school staff so far through professional development offered through the Consortium for Public Education and the Allegheny County School Counselors Association, with more to come.
- To connect current youth providers to CareerReady Allegheny, a subset of youth providers who are schools or that have programming directly in schools will be convened as a subcommittee to inform tool content development and advance workforce development alignment efforts with PDE regulations and graduation requirements.
- To support Pittsburgh Public Schools in building ways to engage employers at the school level, Partner4Work has begun working with a group of several community stakeholders and employers specific to Perry High School as a starting point. Staff is working to facilitate partners and launch a pilot that will provide internships for a number of Perry High School students this school year. We ultimately plan to grow their efforts around career planning and employer engagement to systematically reach all grades 9-12 overtime.
- With a greater goal of stronger alignment between workforce development and education, Mayada Christiansen, Sr. Director of Youth Programs, and Amy McShane, member of the Youth Advisory Committee and CareerReady PA Liaison for our region and Gifted Coordinator at the AIU have presented twice through PWDA on the connection of workforce development and education systems. Mayada is a member of the committee that the PA Department of Education has recruited to review and revise the PA Career Education and Work Standards, the revision of which was reviewed and discussed by the PA Board of Education in November.

## **Priority Populations**

- The Pittsburgh Reentry Career Services (PRCS) program, a DOJ-funded initiative, officially launched on October 1, 2023. This pre-to post-release reentry workforce program is now accepting enrollments and the PA CareerLink (PACL) has received an enthusiastic response from residents of the local Jail, especially among women that are currently incarcerated. Clients receive career services from PACL, including OJT placement, career counseling, and connection to second chance employers. Other partners providing services as a part of PRCS include the Center for Employment Opportunities (transitional jobs), Operation Better Block (pre-and post-release mentoring), and ACTION Housing (housing search/rental assistance). Clients will also have the opportunity to co-enroll in WIOA and participate in ETPL training opportunities and other Title 1 services as appropriate. All participants remain incarcerated and are taking assessments and creating service plans with their PACL service coordinator.
- Pathway Home, a pre- to post-release workforce program in collaboration with Midwest Urban Strategies and the Department of Labor, is set to enter the yearlong follow-up period December 31, 2023. During the follow-up period the 81 participants will be assisted via supportive services and job retention and advancement counseling. Partner4Work remains the leading subrecipient across training enrollment and credential attainment goals (other subrecipients include Kansas City's Full Employment Council and the Workforce Alliance of South Central Kansas - both working with the prison population). In collaboration with the Allegheny County Jail and Professional Training Associates, the program delivered a total of 5 pre-release training cohorts focused on lead abatement and asbestos abatement credentialing opportunities. Pre-release cohorts saw a completion rate of 96%.
- In the coming weeks, the priority population team will officially launch two new projects: the Young Adult Reentry Program (YARP) and the Southwest PA Regional Recovery Ecosystem. Over the next two years, Operation Better Block (the primary case management entity), will enroll forty previously incarcerated 18-24 year olds into various training and OJT opportunities, ultimately placing participants into family-sustaining career paths. The Southwest PA Regional Recovery Ecosystem, a two year project funded by the Appalachian Regional Commission (ARC), is a collaborative effort between Partner4Work and neighboring workforce boards (Southwest Corner, Westmoreland-Fayette, and Tri-County) aimed at improving equitable employment access for 150 jobseekers in recovery.

**October through Dec. 4, 2023, earned media** (*highlighted articles do not reference P4W specifically but reference P4W-related projects/programs*)

[Intersections](#), KDKA-TV, Oct. 7, 2023

[Best Places to Work WPA 2023](#), Pittsburgh Business Times, Oct. 16, 2023

[Best Places to Work WPA 2023](#), WPXI-TV, Oct. 20, 2023

[Our Region's Business](#), WPXI-TV, Oct. 29, 2023

[‘We’re not wasting a minute’: Innamorato announces transition team after winning race for Allegheny County executive](#), Pittsburgh Post-Gazette, Nov. 8, 2023

[Jill Biden touts Bidenomics in Pittsburgh](#), Pennsylvania Capital Star, Nov. 8, 2023

[First Lady Jill Biden highlights Western Pa. workforce development efforts during Pittsburgh stop](#), Tribune Review, Nov. 8, 2023

[First Lady Jill Biden visits Pittsburgh to tout plan to create 1,000 new jobs](#), KDKA-TV, Nov. 8, 2023

[First Lady Jill Biden returns to spotlight Pittsburgh Workforce Hub](#), WTAE-TV, Nov. 8, 2023

[First Lady Dr. Jill Biden visits Pittsburgh to check out technology hub](#), WPXI-TV, Nov. 8, 2023

[Innamorato transition team suggests new administration's priorities for Allegheny County](#), WESA-FM, Nov. 9, 2023

[Jill Biden visits Pittsburgh to observe workforce hub progress](#), WESA-FM, Nov. 9, 2023

[First Lady Jill Biden touts ‘Bidenomics’ during Pittsburgh visit](#), Pittsburgh Post Gazette, Nov. 9, 2023

[This new EDA grant will establish a LifeX Life Science Startup Hub](#), Technical.ly, Nov. 10, 2023

[Robert Cherry and Partner4Work prepare Pittsburgh for jobs of the future](#), NEXTPittsburgh, Nov. 16, 2023

[Sunday Business Page: County Executive Transition Team](#), Sunday Business Page, KDKA-TV, Nov. 19, 2023

[Don't discount soft skills, these Pittsburgh workforce development pros say. Here's why](#), Technical.ly, Nov. 21, 2023

[Allegheny County, UPMC and Partner4Work collaborate on workforce development program](#), Pittsburgh Business Times, Nov. 28, 2023

[Apprenticeship initiative helps connect people to health care jobs](#), WTAE-TV, Nov. 28, 2023

[African Americans getting in on the new-age jobs being ‘manufactured’ in Pittsburgh](#), New Pittsburgh Courier, Nov. 30, 2023.



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## PA CAREERLINK® PITTSBURGH/ALLEGHENY COUNTY SYSTEM

### COMPREHENSIVE CENTERS

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#### **Downtown Pittsburgh**

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Pittsburgh, PA 15222  
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### REGIONAL CENTERS

#### **Alle-Kiski**

1150 5th Avenue,  
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570 Galiffa Drive  
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Partner4Work, formerly 3 Rivers Workforce Investment Board, leads the development, integration and implementation of a world-class workforce development system in Pittsburgh and Allegheny County.

### **Mission**

To develop a thriving workforce, Partner4Work drives and delivers strategic investments, provides expertise, and creates opportunities for businesses, job seekers, agencies, and policymakers in Allegheny County and the City of Pittsburgh.

### **Vision**

Partner4Work envisions a thriving and prosperous community, where all residents have access to expansive career opportunities and all businesses have access to a talented workforce.

### **Values**

We will lead with integrity; treat individuals respectfully and support all individuals in their quest for meaningful employment; be inclusive in recognizing diversity; be excellent stewards of public resources; respect employers' diverse talent needs.

### **Partner4Work**

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