



**BOARD OF DIRECTORS**

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

**Acklin, Kevin**  
Vice President and Chief  
Counsel Pittsburgh Penguins

**Allen, Will**  
Managing Partner  
Nascent Group Holdings

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

**Belechak, Joseph**  
Principal  
Accenture

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

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

**Casoli, Rich**  
Chief Operating Officer and  
Vice President of Business  
Operations and Development  
Beemac Trucking

**Cherna, Marc**  
Director  
Allegheny County  
Department of Human Services

**Cooper, Mary Frances**  
President and Executive  
Director Carnegie Library of  
Pittsburgh

**Coplan, David A.**  
Executive Director  
Human Services Center Corp.

**Croft, Tom**  
Executive Director  
Steel Valley Authority

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

**Gittlen, Ike**  
Representative  
United Steelworkers

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

**Katona, Marci**  
District Administrator  
Office of Vocational Rehabilitation

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

**Lane, Majestic**  
Deputy Chief of Staff, Office of  
Mayor William Peduto  
City of Pittsburgh

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

**McLaughlin, Caitlin**  
Executive Vice President, Director  
of Talent Lifecycle  
PNC

**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

**Pollard, Joshua**  
President and CEO  
Omicelo

**Rendulic, Mark**  
Market President  
Citizens Bank

**Rupert, Duke**  
Chief Operating Officer  
Allegheny General Hospital

**Staszko, Frank**  
Assistant Regional Director  
PA Department of Labor and  
Industry, Bureau of Workforce  
Partnerships and Operations

**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

**Partner4Work Board of Directors' Meeting**  
**8:30-10 a.m. March 19, 2021**

Via Zoom: <https://us02web.zoom.us/j/82821039340?pwd=ZkpwT29uS3Z3TUMyQkRqWUZ4UTNkdz09>

**1. Welcome and roll call**

*David Malone, Chair*

**2. General Business – Consent Agenda**

- **APPROVE** Minutes from December 11, 2020, Board meeting
- **ACKNOWLEDGE** The actions taken by the Executive Committee since the last Full Board meeting.
  - **Approve** Minutes from November 30, 2020
  - **Accept** \$205,000 in funding received since the last Full Board meeting
  - **Approve** Learn & Earn Application Support Center contracts for between \$2,000 and \$8,00 each (\*denotes new ASC)
    - Acculturation for Justice, Access, and Peace Outreach (AJAPO)\*
    - Auberle
    - Bloomfield Garfield Corporation
    - Boys and Girls Club of Western PA\*
    - Carnegie Library
    - Focus on Renewal
    - Goodwill
    - Jewish Family and Community Services\*
    - Kingsley Association\*
    - Phase 4
    - Pittsburgh Learning Commons
    - Youth Enrichment Services (YES)
    - Youth Places
  - **Approve** Learn & Earn Provider contracts for as much as \$4,750,000 (\*denotes new Provider)
    - Allegheny County Department of Human Services Braddock Youth Project
    - Auberle
    - Bloomfield Garfield Corporation
    - Boys and Girls Club of Western PA
    - Center that CARES
    - Community Empowerment Association
    - Communities in Schools Pennsylvania Allegheny County (CISPAC)
    - Dynamic Workforce Solutions\*
    - Energy Innovation Center Institute\*
    - Equus
    - Focus on Renewal
    - Goodwill
    - Homewood Children's Village
    - Jewish Family and Community Services
    - Legacy Arts Project
    - Neighborhood Learning Alliance
    - Phase 4 (Corporate and General Provider contracts)
    - Pittsburgh Learning Commons
    - Pittsburgh Public Schools Start on Success

# PARTNER WORK

The Workforce Development Board for the Pittsburgh Area

- Student Conservation Association
- West Penn Hills Community Action
- Youth Enrichment Services (YES)
- o **Approve** Transitional Jobs contracts
  - Community Kitchen Pittsburgh (\$215,000)
  - Landforce (\$84,679)
- o **Approve** training contracts
  - UPMC Center for High Value Health Care (\$72,000)
  - Trying Together (\$16,000)
  - Literacy Pittsburgh (\$7,200)
  - Youth Enrichment Services (\$77,800)
- o **Accept and Approve** the audit of TRWIB, Inc ending 6/30/2020
- o **Approve** Kristin Kramer as organizational signer on contracts
- o **Approve** Jen Pajewski and Susie Puskar as signers on the organizational bank accounts
- o **Remove** Earl Buford and Jack Mills as signers on the organizational bank accounts
- o **Deobligate** \$35,000 from State re-entry funding
- o **Approve** Year-round Youth contracts for 2021-2022
  - Auberle (ISY and OSY)
  - Bloomfield Garfield Corporation
  - City Charter High School
  - Community Empowerment Association
  - Equus
  - Goodwill
  - Human Services Center Corporation
  - Jewish Family and Community Services
  - Neighborhood Learning Alliance
  - Phase 4
  - Pittsburgh Public Schools Start on Success
  - Point Park and CCAC
  - Youth Enrichment Services
- o **Approve** the transfer of \$500,000 in City WIOA funding from dislocated worker to adult and \$200,000 in County WIOA funding from dislocated worker to adult

### 3. Committee Reports

- o **Finance and Personnel**

*Steve Massaro, Treasurer*

- o **Programs**

*Susie Puskar*

- *Local and Regional Plan approval*
- *Funding updates*

- o **Governance**

*Debbie Caplan*

### 4. CEO's Report

- o CEO Transition
  - i. Search Update
  - ii. Strategic Planning
- o Ready to Work Coalition

# PARTNER WORK

The Workforce Development Board for the Pittsburgh Area

- o IBM's SkillsBuild
- o Pittsburgh Area Funders Collaborative

## 5. Other Business

## 6. Open Forum and Public Comment

*Speakers are limited to three (3) minutes*

## 7. Adjournment

**Minutes of Partner4Work Board of Directors' Meeting  
Minutes from Annual TRWIB, Inc., Board Meeting**

Via ZOOM

8:30 a.m. December 11, 2020

(The full recording can be found at

<https://www.youtube.com/watch?v=FrO-iXFPEAw&list=PL2d6wkiVHPChuaCNRu0QDxlqqlIUNVG5TN&index=8>)

**Board Members Present**

Acklin, Kevin  
Barcaskey, Rich  
Bullock, Dr. Quinton B.  
Camino, Chris  
Caplan, Debra  
Cherna, Marc  
Cooper, Mary Frances  
Coplan, David  
Croft, Tom  
Ellsworth, Laura  
Gittlen, Ike  
Harris, Carey  
Katona, Marci  
Lane, Majestic  
Massaro, Steve  
McLaughlin, Caitlin  
Nobers, Jeff  
Pipitone, Scott  
Rendulic, Mark  
Rupert, Duke  
Staszko, Frank  
Thomas, John  
Topoleski, Linda  
Washington, Dr. Nancy  
Williamson, Sam

**Board Members Absent**

Allen, Will  
Belechak, Joe  
Casoli, Rich  
Kelly, Darrin  
Malone, David  
Melcher, Tom  
Mendoza, Brandon  
Pollard, Joshua

**Guests Present**

Blystone, Amy (PA CareerLink)  
Davis, Katie (Duquesne Light)  
Herrera, Jasmine (Grant Associates, Wilkinsburg EARN)  
Higgins, Kiara (Dynamic Workforce Solutions)  
Nestor, Jennifer (Labor and Industry, Oversight Services)  
Lampman, Chester (Labor and Industry)  
Stanbro, Sean (Equus Workforce)  
Wool, Liana (Grant Associates, PA CareerLink)

**Staff Present**

Buford, Earl  
Kramer, Kristin  
Long, Markese  
Mills, Jack  
Moore, Dillon  
Pajewski, Jennifer  
Puskar, Susie

**Board Meeting Minutes** *(The meeting is recorded and is available at YouTube.)*

Vice Chair Laura Ellsworth opened at 8:32 a.m. by announcing the meeting serves as the quarterly meeting of Partner4Work and the annual meeting of TRWIB, Inc. Roll was taken, and a quorum was present. Staff, board members, and guests were asked to acknowledge their participation in the chat feature.

**CONSENT AGENDA**

The Consent Agenda included:

Several items on the consent agenda:

- Minutes from September 25, 2020, Board meeting and December 18, 2019, TRWIB, Inc., annual meeting.
- Training providers selected for the Pathway Home project funded through Midwest Urban Strategies.
- Actions taken by the Executive Committee since the last meeting.
  - Accepting more than \$1 million new funding.
  - Setting the Board and Executive Committee dates for 2021.
  - Approving cohort-based training contracts, including a contract with the Builders Guild.
  - Several new or revised internal, financial, and programmatic policies all of which are available in the Board portal.
  - And the execution of the lease agreement for the Downtown office of PA CareerLink, Martha Graham of Massaro, broker.

**There were no questions, and no one wished to discuss any item in more detail for separate treatment.**

**Steve Massaro and Jeff Nobers abstained. On a motion by Dave Coplan, seconded by Deb Caplan, the consent agenda passed as presented.**

One item omitted from the Consent Agenda included an action to certify PA CareerLink Allegheny East and PA CareerLink Downtown and determined, both of which complied with PA Department of Labor and Industry's Workforce System Policy 121-05. Certification would be for the period of January 1, 2021, through December 31, 2023.

**On a motion by Jeff Nobers, seconded by Cat McLaughlin, the centers were certified by unanimous vote. There were no abstentions.**

**FINANCE AND PERSONNEL**

Treasurer Steve Massaro and CFO Kristin Kramer reviewed the flash report included in the Board Book and displayed on the screen. Highlights:

- Kristin Kramer, CFO, was named a signatory to the Huntington Bank account and vendor contracts. The Huntington Bank account will be closed.
- The Finance/Personnel Committee authorized personnel changes in Q1 of 2021 to right-size departments and more strategically align with the organization's business model. Some services will be out-sourced.
- \$3.9 million in temporarily unrestricted funds; \$1.9 million in unrestricted funds.
- The line of credit is \$0 and is secured by the money market account.

- Accounts receivable is a \$5.4 million.
- Accounts payable (including back rent, accrued vacation, etc.) is at \$4.7 million.
- P4W expects full forgiveness for the Paycheck Protection Program loan (about \$500,000).
- Unrestricted net assets at \$726,000; temporarily restricted net assets at \$7.7 million.
- Net income currently at a \$1.8 million loss due to the release of Learn & Earn funds from the 2020 program.
- Mr. Kramer reviewed year-to-year Pittsburgh and Allegheny County WIOA funding; TANF funding; Midwest Urban Strategies and the National Dislocated Worker grant; Learn & Earn; and other funding streams.
- The Form 990 submissions for TRWIB, Inc. (501c3) and RWC, a supporting charity, were included in Board materials.

On a motion by Dr. Bullock, seconded by Steve Massaro, the Form 990 submissions were approved.

### **PROGRAMS**

Susie Puskar, chief program officer, led a year-in-review conversation of adult and youth programs. Several charts were included in the Board Book. Highlights:

Unemployment claims spiked in April in Allegheny County.

- The Labor Force changed, several people were not working and not looking for work.
- Jobs lost in April started to recover since May but growth has slowed. Jobs by industry have come back unevenly.
- Unemployment and extended unemployment for those who filed at the beginning of the pandemic will start to lose benefits in December without a federal order for extension.
- Nearly every program at P4W has struggled for enrollments in 2020. EARN referrals are very low.
- Enrollments in WIOA programs are about on target from last year, but should be significantly higher given the number of people out of work. About 20 percent of registrants for career fairs actually attend.
- Learn & Earn pivoted to a digital program model. Summer virtual work experience worked very well for some. Some virtual activities will be adopted in 2021.
- In 2021, P4W expects to expand digital resources, expand referral networks, advance SkillsBuild, expand services to returning citizens, streamline services to employers; and offer between toolkits and services to employers.
- Programs specific to women in the workforce include a 2-Gen Approach with the Aspen Institute include EARN.

### **GOVERNANCE**

Deb Caplan, chair of the governance committee, provided a short report:

- Efforts continue to identify a member-at-large for the Executive Committee.
- A slate of year-end reappointment recommendations to present to appropriate nominating entities and the Mayor and County Executive for final appointment.
- An Adult Programs Committee, chartered to function similarly to the Youth Advisory Committee, will be established and is expected to meet with the youth committee once a year.
- The ad-hoc Communications Committee will be reconstituted in 2021. Given the variety of high-profile initiatives underway – such as Ready to Work, SkillsBuild, and our efforts on DEI and



small business acceleration – and with P4W strategic planning expected to begin early next year, the time is right to elevate and advance strategic communications on behalf of the organization.

### **PBEOC-P4W Task Force**

Dr. Washington discussed year-to-date work of the PBEOC-P4W Task Force. Highlights include:

- In response to national crises due to structural racism and its disproportionate effect on Black Americans, and by expanding on the foundation built this summer with businesses like PNC and Bank of America, the PBEOC and P4W are refining a proposal seeing corporate support for an initiative aimed to increase the employment of Black workers; decrease occupational segregation; increase and accelerate the number of thriving Black-owned businesses in the region.
- The concept is to leverage the influence of the PBEOC and the strength of the public workforce system to understand and assess the effectiveness of current public and private equity funding and information-sharing platforms in improving the condition of Black workers and sustaining and accelerating Black-owned businesses; to share the information collected about the effectiveness of the resources deployed in the community with funders, employers, and business owners; and take successful economic and workforce strategies to scale through affinity networks of businesses and funders.
- We expect to finalize the design and goals next week and for the Elected official to begin advocacy efforts for support and resources in early 2021.

### **CEO'S REPORT**

CEO Earl Buford, Laura Ellsworth, and Jack Mills, chief strategy officer, provided the following highlights:

- Ready to Work continues through the intermediate phase. An economic development subgroup has formed and strategic planning is expected in the next phases.
- SkillsBuild will be reinvigorated in early 2021 to streamline and simplify registration for providers and job seekers; efforts continue to align and encourage employers to develop learning pathways and recognize the digital credentials resulting from SkillsBuild. Efforts also will continue to build the capacity of small businesses.
- Advancing Pgh's purpose is to bring prosperity to the full Pittsburgh community. Two focus areas are workforce development and strengthening Black-owned business and determining the shape of the priorities. The planning process is expected in Q1 of 2021.
- Funding Collaborative continues its formulation, particularly in funding individual initiatives and pool funding in conjunction with funding received from National Fund for Workforce Solutions.
- Strategic Planning vendor selection is expected in early 2021 with a full five-year strategic plan expected by the end of the fiscal year. P4W will cast a national net for a facilitator/vendor to develop the plan.

### **OTHER BOARD BUSINESS**

There was no other board business.

### **NEW BUSINESS**

Steve Massaro inquired about the construction projects in the community and enhancing diversity within the industry. Mr. Buford discussed the Construction Workforce Partnership (CWP), a key

collaboration of training providers to path individuals into construction careers. Mr. Buford and Jeff Nobers of the Builders Guild pledged to present on the CWP in greater detail.

Tom Croft of Steel Valley Authority discussed some of the work SEWN is doing related to the Pittsburgh/Mon/and Ohio Valley efforts to bring economic change. SEWN is working with L&I to roll out a COVID recovery program to conduct business assessment, cash flow, etc. to help companies diversify markets. He offered to present on the roll-out efforts statewide. The Marshall Plan for a clean economy sweeps four states and includes numerous initiatives to help people connect with opportunities for economic growth. Mr. Croft offered to present on both efforts.

Other discussion focused on childcare, understanding and filling jobs available now, and helping Black individuals connect with opportunities.

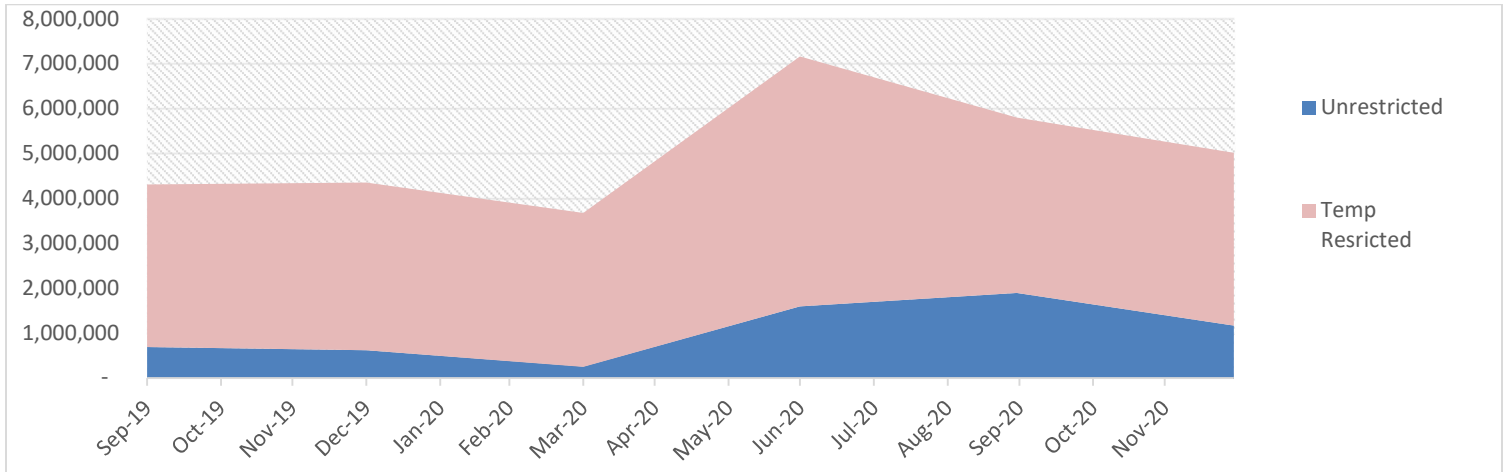
**PUBLIC COMMENT**

There was no public comment.

**On a motion by Dave Coplan, seconded by Scott Pipitone, the meeting adjourned at 9:57 a.m.**

## Dashboard Report

### Cash Flow Unrestricted and Temp Restricted Funds



### Current Assets, Liabilities & Equity

#### Cash:

Temp Restricted – \$3,850,479

Unrestricted - \$1,166,841

**Total Cash - \$5,017,320**

#### Line of Credit *secured by Money Market*

\$0 of \$500,000

#### Other Current Assets

Prepaid Expenses - \$5,614

Prepaid Insurance - \$7,286

Security Deposit - \$6,067

Other Receivables - \$0

#### Liabilities

A/P- \$4,780,101 (\$4,696,911 due to subrecipients)

PA Unclaimed Property - \$1,309

Accrued Vacation - \$75,577

Deferred Rent - \$4,441

Paycheck Protection Program \$0 \*

Accrued liability - \$ 19,363

\*We have applied for forgiveness and anticipate full forgiveness.

#### Equity

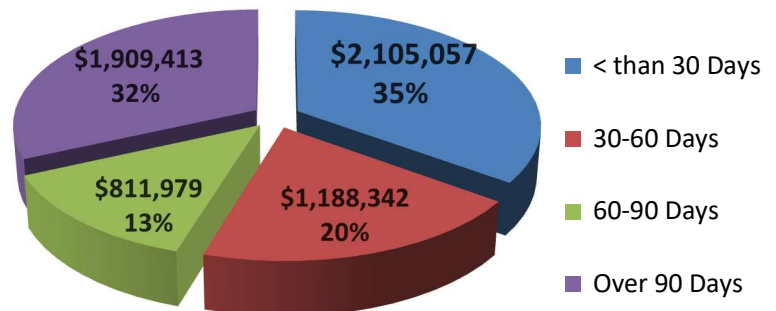
Unrestricted Net Assets - \$748,292

Temp Restricted Net Assets- \$7,745,658\*\*

Net Income – (\$2,229,832) \*\*\*attributed to the release of funds.

\*\*Misc - \$207,701; M&G - \$150,000; Sector Strat.- \$809,849; Place Based Strat - \$83,735; Adult TANF - \$3,587,244; L&E - \$2,872,634 & National /fund - \$34,496. This is reflective of activity through 7/1/2020

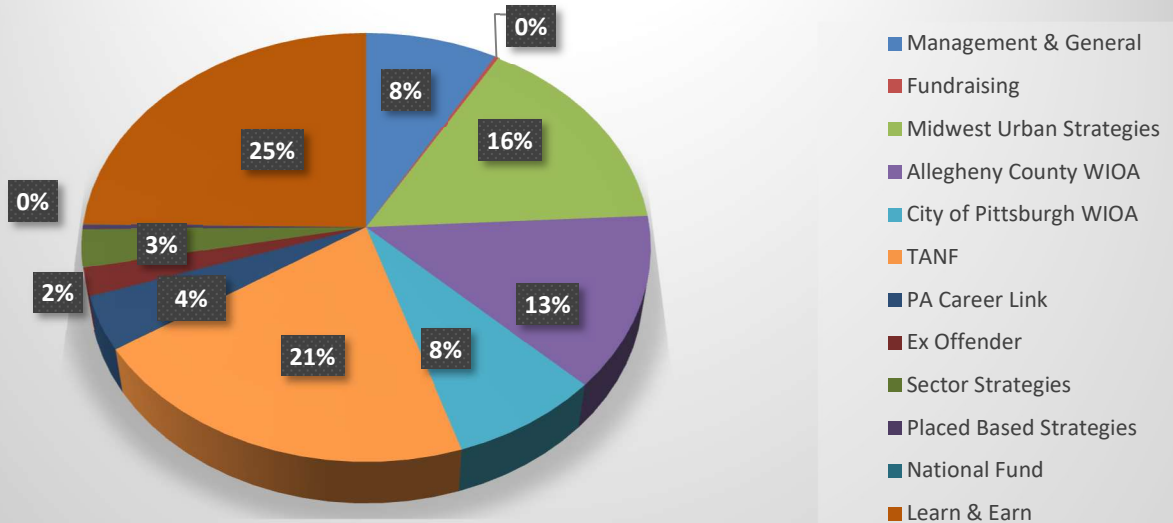
### Partner4Work Accounts Receivable - \$6,014,791



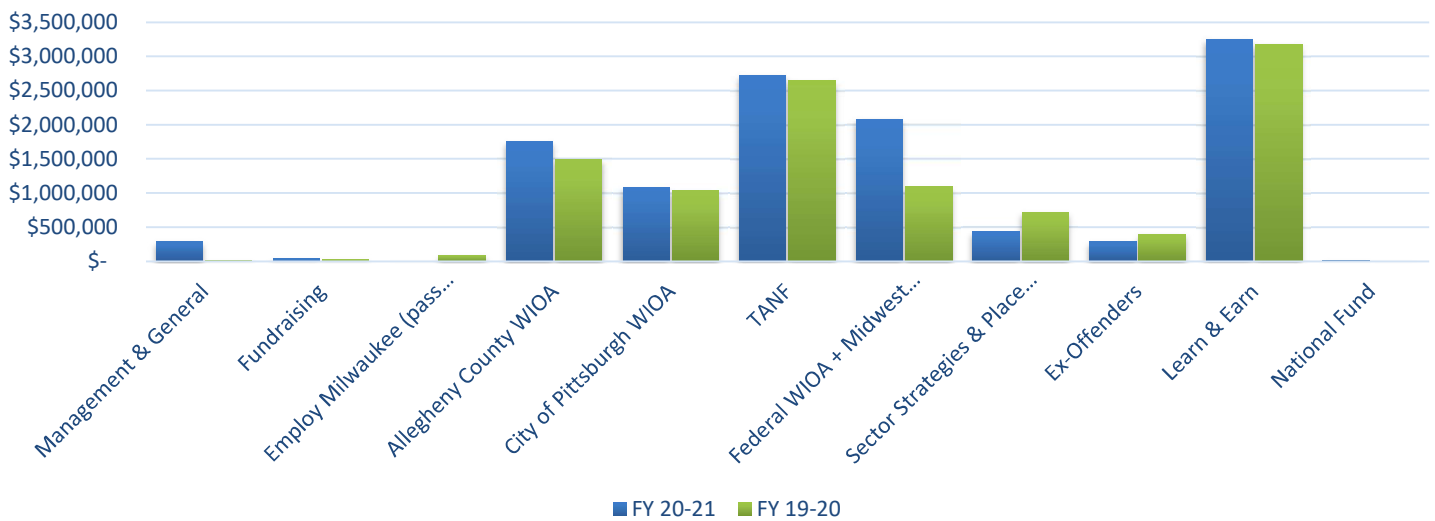
Items over 90+ days: Learn & Earn - \$1,505,000; Dept of Health Human Services - \$333,355  
Buccini Pollin Group - \$150,000; PA L&I \$30,360 PA CareerLink - \$90,427; Employ  
Milwaukee - \$97,485. We have received payment from City of Pgh \$1.5M & OVR \$68,474

**Income and Expenses**

**Total Partner4Work Expenditures - \$12,463,018**



**Expense Comparison FY 20-21 vs. 19-20**



-WIOA grants are about \$300K above prior year. Program reports that both Title I providers are ahead of this time last year. We are investing more heavily in new industry recognized training opportunities to help people prepare for work when they feel ready to. - TANF funding is \$82K higher than prior year. This has picked up from first quarter. Referrals come from the County Assistance Office for our Adult TANF and our youth TANF referral levels are the same from last year, providers go out and actively recruit youth. -Federal WIOA & MUS grants have increased \$990K above prior year. We are on the last stretch of this program, it ends 3/31/21. The program had a slower start, however, has picked up and moving to a strong finish. -Sector Strategies is \$281K less than prior year. There are 2 factors at play. We used PPP money to reduce expenditures for Salary/Benefits by \$100K and the second factor is not being awarded the PA smart grants at the beginning of this fiscal year. As of Jan 2021, we have been re-awarded the PA Smart grants, but they will need to be spent by 6/30/21, which is a tight turnaround. - Learn & Earn program finished out the year strong, even though we faced difficulties with remote learning and COVID restrictions. We received additional funding this past summer from Grable (\$25,000), Hillman (\$100,000) and JP Morgan (\$125,000). This upcoming summer, we will see funding levels decrease, including McAuley (\$50,000) and YSIF (Youth Services Investment Fund of The Pittsburgh Foundation \$450,000). Planning for the Summer of 2021 is well underway.

Partner4Work Fund Development Report							
Fiscal Year	2020-2021	Dates	11-20-2020 through 03-05-2021				
Quarter	Q 3	Staff Lead	Jack Mills, Chief Strategy Officer				
Funding Secured during FY 2020-2021		Funding to Date for P4W, for FY 2020-2021		Funding to Date for the Greater Pittsburgh Community (FY 2020-2021)			
\$1,506,388		\$4,117,203		\$255,645			
		Number	2020 Budget Implications		Future Year Implications		
Grants Approved This Quarter		7	\$642,950		\$442,050		
New Non-Grant Based Funds Awarded This Quarter		1	\$5,000		\$0		
Grants Approved Fiscal Year 2020		10	\$858,438		\$1,438,219		
Non-Grant Based Funds Awarded Fiscal Year 2020		2	\$37,000		\$0		
Prior Year Grants With Fiscal Year 2020 Allocations		15	\$1,428,226		\$0		
Grants Extended		8	\$1,182,589		\$0		
Grants Pending		5	\$433,125		\$1,009,763		
Grants Declined This Quarter		5	\$3,843,817		\$0		
Detail Q 2 2020-2021							
Grants Approved This Quarter							
Grantor	Award	Amount to P4W	FY '20-'21 Allocation	Future Year Allocation	Partners	Comment	Months
PASmart - Construction Industry Partnership (Implementation) *	\$250,000	\$250,000	\$167,500	\$82,500	CIP employer partners, Builders Guild, Construction Workforce Partnership	Support efforts to implement solutions to priorities identified by CIP members (Includes \$75,000 Match)	18
PASmart - Financial Services Industry Partnership (Implementation) *	\$250,000	\$250,000	\$167,500	\$82,500	FSIP employer partners, Energy Innovation Center Institute, PA Bankers Association	Support efforts to implement solutions to priorities identified by FSIP members (Includes \$80,000 Match)	18
PASmart - Transportation and Logistics Industry Partnership (Implementation) *	\$250,000	\$250,000	\$167,500	\$82,500	TLIP employer partners	Support efforts to implement solutions to priorities identified by TLIP members (Includes \$75,000 Match)	18
PASmart - Healthcare Industry Partnership (Convening) *	\$45,000	\$45,000	\$30,150	\$14,850	HIP employer partners, Healthcare Council of Western PA	Support efforts to convene employers and partners in the Healthcare industry to identify shared needs and solutions to those needs (Includes \$12,500 Match)	18
PASmart - Manufacturing Industry Partnership (Convening) *	\$45,000	\$45,000	\$30,150	\$14,850	MIP employer partners	Support efforts to convene employers and partners in the Manufacturing industry to identify shared needs and solutions to those needs (Includes \$12,500 Match)	18
PASmart - Retail and Hospitality Industry Partnership (Convening) *	\$45,000	\$45,000	\$30,150	\$14,850	RHIP employer partners	Support efforts to convene employers and partners in the Retail and Hospitality industry to identify shared needs and solutions to those needs (Includes \$12,500 Match)	18
National Fund for Workforce Solutions: Activating Employers in the Service Sector	\$200,000	\$200,000	\$50,000	\$150,000	FSIP employer partners	Support service sector employees in the Financial Services Industry	20
<b>Note: * = previously awarded, funding has been released after funds were previously withdrawn</b>							
New Non-Grant Based Funds Awarded (Corporate Giving, Special Initiatives and Other Fund Development Revenue)							
Area	Award	Amount to P4W	FY '20-'21 Allocation	Future Year Allocation	Partners	Comment	Months
KeyBank	\$5,000	\$5,000	\$5,000	\$0	FSIP employer partners	To support FSIP and BankWork\$	
Grants Approved FY 2020							
Grantor	Award	Amount to P4W	FY '20-'21 Allocation	Future Year Allocation	Partners	Comment	Months
IBM Service Corps Reignite	\$50,000	\$50,000	\$50,000	\$0	Jones Day, IBM	Support of Relignite Pittsburgh efforts in the wake of COVID 19	12
Citizens Bank	\$45,000	\$45,000	\$45,000		FSIP and CIP partners	Funding partial Bankwork\$ and I2TT cohorts	12
Heinz Endowments	\$200,000	\$200,000	\$100,000	\$100,000	CCAC, Trying Together, Carlow University and Literacy Pittsburgh	Funding to support the ECE Apprenticeship work	12
National Fund for Workforce Solutions	\$195,000	\$195,000	\$50,000	\$145,000	APRI, Giant Eagle, Sheetz, CareerLink, Goodwill, United Way, RCI, Vibrant PGH	Redesigned Jobs, Resilient Workers - improvement and redesign of retail jobs, focus on racial equity	30
CSBG (County)	\$575,000	\$575,000	\$179,688	\$395,312	PA CareerLink		13
Jewish Healthcare Foundation	\$200,000	\$200,000	\$200,000	\$0	Healthcare IP employers and partners	Support and staff the Health Care Industry Partnership and understand the employment outlook for contact tracing	12
Mansmann Foundation	\$2,500	\$2,500	\$2,500	\$0	L&E Partners	Learn & Earn 2020	4
Pathway Home - US DOL - Lead Applicant: MUS*	\$3,500,000	\$916,657	\$150,000	\$766,657	MUS in partnership with P4W & 3 other cities' workforce boards	To expand reentry job training, including reach-in, pre-release services, with funding for P4W, MUS, and workforce boards in Kansas City and Wichita.	42
Aspen Insiteute	\$125,000	\$62,500	\$31,250	\$31,250	Allegheny County DHS, IP partners	Building system connection between DHS programming for families and P4W's Industry Partnerships to improve employers' family-focused policies, connect family voices to employers and connect programming for families to employers and their employees.	24
Highmark Foundation	\$50,000	\$50,000	\$50,000	\$0	L&E Partners	Learn & Earn Funding	4
<b>Note: * = amount awarded is for multiple partners</b>							
Non-Grant Based Funds Awarded FY 2020-2021 (Corporate Giving, Special Initiatives and Other Fund Development Revenue)							
Area	Award	Amount to P4W	FY '20-'21 Allocation	Future Year Allocation	Partners	Comment	Months
Northwest Bank	\$35,000	\$35,000	\$35,000	\$0	BW\$ Partners	For facilitation of Bankwork\$	
University of Pittsburgh	\$2,000	\$2,000	\$2,000	\$0	U of Pitt and P4W	Collaboration with P4W's Director of Policy	12
FY 2019-2020 Funding Extended to FY 2020-2021							

Grantor	Award	Amount to P4W	FY '20-'21 Allocation	Future Year Allocation	Partners	Comment	Months
PAsmart Reemployment Services: Early Childhood Education IP**	\$62,400	\$62,400	\$62,400	\$0	ECE Industry Partnership	ECE Industry Partnership activity funding	9
PAsmart Reemployment Services: Early Childhood Education RA**	\$56,267	\$56,267	\$56,267	\$0	ECE Partners (Trying Together, CCAC)	ECE apprenticeship program funding	9
PAsmart Reemployment Services: K-12 IP**	\$6,461	\$6,461	\$6,461	\$0	K-12 Industry Partnership	K-12 Industry Partnership activity funding	9
PAsmart Pre Apprenticeship***	\$34,890	\$0	\$0	\$0	AFL-CIO/KDP	Union Pre Apprenticeship with AFL-CIO	9
PAsmart Reg. Apprenticeship***	\$132,731	\$0	\$0	\$0	AFL-CIO/KDP	Union apprenticeship with AFL-CIO & I2TT	9
PAsmart Pre-Apprenticeship: Construction***	\$17,723	\$0	\$0	\$0	Builders Guild	Funding for I2TT program	9
PAsmart Pitt Consortium for Advanced Manufacturing***	\$70,301	\$0	\$0	\$0	Pitt MAC	Supporting Pitt MAC's efforts in manufacturing IP work	9
City TANF**	\$1,057,461	\$1,057,461	\$1,057,461	\$0	TBD	Allocated to a cohort training RFP	9
<b>Note: **=extension on previously received funding; ***=extension on previously received funding for which P4W is the fiscal agent</b>							
<b>Prior Year Grants With Fiscal Year 2020 Allocations</b>							
Grantor	Award	Amount to P4W	FY '20-'21 Allocation	Future Year Allocation	Partners	Comment	Months
PNC Charitable Trust	\$10,000	\$10,000	\$10,000	\$0	L&E Partners	Learn & Earn Funding	4
CDBG (City)	\$100,000	\$100,000	\$100,000	\$0	PACL, Neighborhood Organizations	COVID-19 Career Services Expansion: P4W, in partnership with PACL CareerLink and neighborhood organizations, will put residents to work in target neighborhoods and by hiring 2 circuit rider employment specialist and expanding our social media outreach.	11
CDBG (County)	\$450,000	\$450,000	\$225,000	\$0	L&E Partners	Learn & Earn Funding	4
Hillman Foundation	\$500,000	\$500,000	\$400,000	\$0	PGH Workforce Funders Collaborative, Mayor's Office	Funding to advance Industry Partnerships through expansion of the general IP strategy, an IT market analysis, improvement of construction industry training, and the strengthening of the IP youth pipelines. Additionally, Partner4Work is requesting funding for a strategy to increase access to quality jobs and improve job quality & equity and explore ways to strengthen local MWBEs/other businesses.	12
BEP - PA Department of Labor	\$161,958	\$161,958	\$108,512	\$0	PPS, City of Pittsburgh	Funding to develop an employment program with the City of Pittsburgh to place young adults from CTC programs in part-time employment within several departments of the City of Pittsburgh.	18
Hillman Foundation	\$100,000	\$100,000	\$50,000	\$0	L&E Partners	Learn & Earn Covid-19 Transition Funding	4
RK Mellon Foundation	\$150,000	\$150,000	\$150,000	\$0	UPMC, PACL	Funding to hire 1-2 workforce specialists to be shared between PACL and UPMC's Medicaid Plan. Will focus on providing services to UPMC members, as well as connecting public workforce system participants to jobs in UPMC network.	12
Chase Foundation	\$125,000	\$125,000	\$62,500	\$0	L&E Partners	Learn & Earn Funding	4
Pittsburgh Foundation - YSIF	\$330,000	\$330,000	\$165,000	\$0	L&E Partners	Learn & Earn funding for youth and young adults in HACP housing	4
Miller Foundation	\$10,000	\$10,000	\$5,000	\$0	L&E Partners	Learn & Earn funding	4
Pittsburgh Foundation	\$100,000	\$100,000	\$50,000	\$0	L&E Partners	Learn & Earn funding for youth and young adults in Allegheny County	4
Pittsburgh Foundation	\$75,000	\$75,000	\$60,714	\$0	CIP employers, Builders Guild	To support further development of the construction industry partnership by Partner4Work through recruitment and hiring of an industry liaison and buildout of a first-source recruitment hub for major development projects.	12
McAuley Ministries	\$50,000	\$50,000	\$25,000	\$0	L&E Partners	Learn & Earn funding	4
Grable Foundation	\$25,000	\$25,000	\$12,500	\$0	L&E Partners	Learn & Earn funding for COVID-19 transition	4
Citizens Bank Foundation	\$8,000	\$8,000	\$4,000	\$0	L&E Partners	Learn & Earn Corporate funding	4
<b>Pending Grants</b>							
Grantor	Request	Amount to P4W	Potential FY '20-'21 Allocation	Potential Future Allocations	Partners and Project Scope	Comment	Months
RK Mellon Foundation	\$200,000	\$200,000	\$0	\$200,000	In partnership with Innovate PGH and the Pittsburgh Technology Council, further develop the Technology Industry Partnership, including developing a set of shared standards for hiring into high-priority occupations and a commitment to hire from training programs that meet those standards		16
Bank of America	\$25,000	\$25,000.00	\$12,500	\$12,500	Learn and Earn Funding		6
Allegheny County CDBG	\$450,000	\$450,000.00	\$225,000	\$225,000	Learn and Earn Funding		6
Hillman Foundation	\$200,000	\$200,000	\$100,000	\$100,000	Learn and Earn Funding		6
JP Morgan Chase	\$125,000	\$125,000.00	\$67,500	\$67,500	Learn and Earn Funding (With focus on supporting High School U)		6
ARC Inspire (Southwest Corner WDB Lead Applicant)	\$500,000	\$112,500.00	\$28,125	\$84,375.00	In partnership with the other Southwest PA WDBs. Will begin delivering Certified Recovery Specialist Training, as well as work to better deliver workforce services to those facing addiction		24
Neighborhood Allies	\$70,000	\$70,000.00	\$0	\$70,000.00	Work with Community Workforce Partnership (beginning with Construction Workforce Partnership partners) to expand capacity to serve more participants in target neighborhoods, as well as to deliver training in more high-priority industries		12
Federal Highway Administration	\$250,388	\$250,388	\$0	\$250,388	In partnership with Constructors Association of Western PA, Builders Guild of Western PA, Penn DOT, and PA Dept. of Labor and Industry. Develop a Highway Construction module to include within Intro to the Construction Trades Pre-Apprenticeship, as well as re-establish a Pittsburgh Highway Construction Workforce Partnership.		24

Victims of Human Trafficking (SVHT) - US DOJ	\$67,500	\$0	\$0	MUS in partnership with P4W, Employ Milwaukee, Jones Day and Fresh Start Learning applied to improve workforce development system for victims of human trafficking and to serve those who have been trafficked.	36
<b>Grants Declined This Quarter</b>					
<i>Grantor</i>			<i>Request</i>		
			<i>Partners</i>		
US DOL - One Workforce (MUS Lead Applicant)	\$1,430,000			Work with partners in Technology and Advanced Manufacturing to develop/expand existing training programs which create pathways to middle/high-skill careers	
US DOL - One Workforce (AFFOA Lead Applicant)	\$2,113,818.00			Work with partners in Advanced Manufacturing as well as Drexel, AFFOA, CCAC, and ARM Institute to develop/expand existing training programs which create pathways to middle/high-skill careers. A focus will be put on developing opportunities in the Advanced Fabrics arena	
Heinz Endowments	\$49,999.00			Support to further develop best practices research to support programmatic development	
National Science Foundation Elevate Initiative	\$50,000.00 \$200,000			Funding for Achieving Equity through Partnerships and Mobility Services with University of Pittsburgh (applicant), CONNECT (Congress of Neighboring Communities) and the Port Authority of Allegheny County. \$50,000 for planning, including up to \$15,000 for P4W (Stage 1, up to 12 grants per track) then Stage 1 awardees compete for \$1,000,000 full awards for implementation starting in 2021 (Stage 2, up to four per track.)	
<b>Upcoming Identified Funding Opportunities</b>					
<i>Source</i>		<i>Grant Max</i>		<i>Comment</i>	
The Pittsburgh Foundation		\$100,000		Learn and Earn Funding	
YSIF of The Pittsburgh Foundation		\$100,000		Learn and Earn Funding	
Grable Foundation		\$25,000		Learn and Earn Funding	
Highmark Foundation		\$50,000		Learn and Earn Funding	

## **INTERMEDIATE STRATEGIC PLAN SCORECARD**

### **Restructure the organization by reallocating budgeted funds to support the new business model**

#### **On Target**

- The National Fund for Workforce Solutions has awarded \$195,000 over 30 months to support work with the Retail & Hospitality Industry Partnership (focusing on retailers) and \$200,000 over 24 months to support work with the Financial Services Industry Partnership. We will work with retailers to co-create solutions that reduce turnover and provide support diversity in higher-level occupations, resulting in better job quality and strengthened diversity, equity, and inclusion. We will work to expand financial services institutions in the industry partnership, and work with them to increase diversity in the financial services workforce, one of the industry partnership's priorities.
- The Heinz Foundation has awarded \$200,000 over one year to support the Early Childhood Education Industry Partnership
- The Strategy team has developed a sponsorship framework for employers that are members of industry partnerships to support industry partnerships and their signature programs. So far, two banks are participating. Additionally, several other employers and developers that are industry partnerships members have contributed funding to them (industry partnerships in Construction, Financial Services, and Manufacturing), and have provided funding for signature programs, such as BankWork\$®.
- The Commonwealth of PA has again made available \$885,000 of PAsmart funding to support industry partnerships in six industries (Construction, Financial Services, Health Care, Manufacturing, Retail and Hospitality, and Transportation & Logistics)
- Industry partnerships have been operationalized with significant momentum in Construction, Early Childhood Education, Financial Services, Health Care, Manufacturing, Technology, and Transportation & Logistics. In the Retail & Hospitality Industry Partnership, efforts are underway in retail and we are working with Pittsburgh's tourism industry association which has expressed great interest because there are indications that hospitality will be improving in the near future.
- Four signature industry-led programs are operating, three reported previously (BankWork\$, Early Childhood Education Registered Apprenticeships, the Introduction to the Construction Trades pre-apprenticeships); and the new signature program for the Tech Industry Partnership, Per Scholas.

### **Develop a new funding model, which includes a funding collaborative, to achieve these objectives.**

#### **On Target**

- The Pittsburgh Area Workforce Funders Collaborative, including Benedum Foundation, Buhl Foundation, Heinz Endowments, Hillman Foundation, The Pittsburgh Foundation, and R.K. Mellon Foundation, provides funding for multiple industry partnerships and their priorities and three industry partnership signature programs that respond to industry partnership priorities: Early Childhood Education Registered Apprenticeships, the Introduction to the Construction Trades pre-apprenticeship, and start-up of Per Scholas.

### **Ownership and advocacy of these changes by the Board of Directors is a critical factor for success.**

#### **On Target**

- Refined and enhanced training policies to be more business-friendly and piloted a reverse-referral process to streamline training participant enrollment.

### **Creation of the staff of detailed plans and reporting mechanisms for the Board and its committees.**

#### **Opportunity Area**

- This work is in progress with dashboards/scorecards in development.
- New program management and grant management technologies being implemented for real-time information on outputs and outcomes.

### **Use of research, data, and outcomes as a fundamental driver of the organization's direction, for continuous improvement, and as the starting point for strategies to work with job seekers, workers, and employers on equity, inclusion, and diversity, in particular.**

#### **On Target**



- In addition to labor market insights and workforce trends, P4W receives real-time, on-the-ground career pathway information from employers engaged in industry partnerships.

**Pursue leadership role in national, state and local workforce development efforts.**

**On Target**

- P4W has elevated its position on a local, state and national scale by establishing the Ready to Work Coalition, bringing IBM SkillsBuild Reignite to Pittsburgh, the first US city to launch the online learning hub, and as a key member of the Pittsburgh Regional Alliance Search Committee and Transition Committee; Allegheny Conference on Community Development Workforce Committee; Pennsylvania Workforce Development Association; National Skills Coalition, National Fund for Workforce Solutions; national Community College Working Group; Federal Communication Commission’s Broadband Workgroup.

**Communicate the business and service delivery model to employers and the community-at-large.**

**On Target**

- P4W communicates and raises the visibility of its business and service delivery models and key accomplishments. Year-to-date metrics:
- Social Media growth so far in 2021 (January 1, 2021 - March 14, 2021):
  - 93,753 total impression numbers on all channels
  - 4,391 engagements (+1 percent)
  - 1,257 post clicks (+31 percent)
  - 5,079 total audience (+5.3 percent)
  - 262 total net audience growth (+15 percent)
  - (30 new Twitter followers, 47 new Facebook likes, 217 new Facebook followers, 125 new LinkedIn followers, 147 new Instagram followers)
- PR growth growth so far in 2021 (January 1, 2021 - March 14, 2021):
  - Partner4Work/staff/programs media mentions and placements: 17 (+183.33 percent)
- Other public engagement opportunities
  - Thus far in 2021, Partner4Work staff and programs have been quoted and featured in the following media publications: Pittsburgh Business Times, Pittsburgh Post-Gazette, Pittsburgh Tribune-Review, Technical.ly, NEXTpittsburgh, PittsWire, KDKA-TV, National Skills Coalition, Med City News and more. In the upcoming months, staff are confirmed to present and speak on behalf of the organization at events hosted by the following groups, organizations and/or outlets: Community College of Allegheny County, Black Pittsburgh Matters, The City of Pittsburgh Office of Equity Discussion Series, PHASE 4 Podcast, Youth Express Podcast and more.

**Areas of Opportunity for Board Engagement**

- Corporate Commitment for 2021 Learn & Earn program.
- Leadership and support needed to continue to build industry partnerships.
- Invest in additional industry-driven training with guaranteed or preferred hire links.
- Continue to leverage private funding to help providers build capacity to more effectively serve job seekers and respond to industry demands.

## [WIOA Regional and Local Planning \(PY2021 - PY2024\)](#)

The Workforce Innovation and Opportunity Act (WIOA) requires local workforce development boards to engage in an integrated regional and local workforce planning process to prepare, submit, and obtain approval of a single collaborative regional plan that incorporates local plans for each of the local areas within the given workforce planning region. These plans serve as four-year action plans to develop, align, and integrate service delivery strategies to support the Commonwealth's vision, strategic and operational goals.

The Southwest Planning Region is a nine-county workforce development planning region made up of five local workforce development areas (WDAs): Allegheny County WDA, City of Pittsburgh WDA, Southwest Corner WDA, Tri-County WDA, and Westmoreland-Fayette WDA. Four local workforce development boards (LWDB) oversee these local areas:

- Southwest Corner Workforce Development Board
- Three Rivers Workforce Development Board (Partner4Work) (Allegheny County WDA and City of Pittsburgh WDA)
- Tri-County Workforce Development Board
- Westmoreland-Fayette Workforce Development Board

The Southwest Planning Region posted its WIOA Multi-Year Regional and Local Plans (PY2021 - PY2024) for a 30-day public comment period from **February 12 – March 14, 2021**. No comments were received during this period.

After posting for public comment, Partner4Work received additional guidance from the PA Department of Labor & Industry requiring workforce areas to specifically respond to how they are meeting WIOA requirements for “affirmative outreach”. Partner4Work has updated our WIOA Local Plan to reflect this guidance and made note of these changes in an attachment to the document.

Once approved by the Partner4Work Board of Directors and chief elected officials (Allegheny County Executive and City of Pittsburgh Mayor), Partner4Work will submit final WIOA Regional and Local Plans to the PA Department of Labor & Industry by the deadline of **April 2, 2021**. The Commonwealth will review and provide an approval decision on these plans within 90 days of receiving the documents. The effective dates for approved plans will be **July 1, 2021 - June 30, 2025**.

## [Program Updates](#)

### *Programs for Adults*

**PA CareerLink** continues to offer a full range of workforce development services to job seekers and employers remotely. As the pandemic persists, CareerLink has strengthened virtual platforms, broadened access to training programs, and increased outreach to the community. Related efforts include developing a learning management system called the Hub, enhancing participant and staff access to SkillsBuild, and strong collaboration through the Industry Recognized Training Program and Career Services Expansion Project described above. CareerLink also continues to increase the pipeline of job seekers in the system, rebuilding from the decreases seen in 2020, and focus intentionally on serving Dislocated Workers.

The **Industry Recognized Training Program** (IRTP) provides access for job seekers to quality vocational training that helps prepare them for good paying jobs in high-demand occupations. Training focus areas include web development, IT security and maintenance, CDL preparation, welding, emergency medicine, advanced manufacturing, construction, and more. Partner4Work began the IRTP in November 2020, in close partnership with PA CareerLink and various training partners, including UPMC, Tech Elevator, NuPaths, the Builders Guild, All State, Phase 4, CMU, and New Century Careers. See the following story to learn how UPMC, Partner4Work, and CareerLink are partnering through IRTP to revive the Freedom House Program:

<https://pittsburgh.cbslocal.com/2021/02/04/freedom-house-ambulance-hill-district-freedom-house-2-0/>.

Partner4Work issued an RFP to identify one or more qualified agencies to deliver the workforce services of the Allegheny County **EARN and Work Ready programs**, which provide case management, career services, supportive services, training services, and job placement and retention services to clients of Temporary Assistance to Needy Families (TANF) and the Supplemental Nutrition Assistance Program (SNAP) in Allegheny County. The RFP was published on February 12 and proposals are due on March 24. Further information about the RFP can be found at the following location:

<https://www.partner4work.org/document/request-proposals-earn-work-ready-services/>.

The **Pathway Home** program will provide career services, stipend-paid vocational training, transitional employment, and comprehensive case management to 100 adults 18 and older exiting the Allegheny County Jail. Funded by a DOL Reentry Employment Opportunities grant in partnership with Midwest Urban Strategies, Partner4Work is one of three grantees in the MUS Reentry Network. Due to pandemic safety measures restricting access to and movement within the Jail, program enrollment has been delayed to July 1, 2021.

### *Programs for Young Adults and Youth*

The **Career Pipeline Program for Justice-Involved Young Adults**, operated by the Auberle Employment Institute and funded by a Youth Reentry grant from the PA Department of L&I, is entering the second year of implementation. After a delayed start last summer due to state restrictions to curb the spread of COVID-19, there has been a steady increase in program enrollment, participation in occupational training, and training-related employment placements. Participants are currently engaged in GED preparation, career readiness activities, and vocational training with the Builder's Guild of Western PA and Professional Training Associates, Inc.

Currently, there are 981 young people (410 OSY and 571 ISY) enrolled in Partner4Work's **Year Round Youth Programs** through the work of 18 providers across the county and city. Providers have successfully been operating programs by making shifts to digital credentialing and training and in-person contact by appointment or in small groups, with only a small group having enrollment difficulties due to COVID-19 restrictions. For young adults engaged in youth programs, both the youth and adult program teams have been working to make stronger connections between youth providers and CareerLink and developing processes to increase youth participation in the one stop system as appropriate. At this point,

youth program providers are in the middle of year 2 of a 4 year procurement, and the team has made recommendations to the board for next year's contracts. Looking ahead, the priority for out of school youth are increasing opportunities for young people through deeper collaborations with adult programs and industry partners. For in school youth, the team plans to focus on building stronger alignment with PDE's Career and Work Standards as well as building referral connections to other providers.

The **Business Education Partnership 3** project is a collaboration between Partner4Work, the City of Pittsburgh, Pittsburgh Public Schools' Career and Technical Education Program and Youth Enrichment Services. The overarching goal of the project is to build stronger connections between youth in public sector CTE programs to employment pathways within the City of Pittsburgh Departments. Currently, there are 17 young people enrolled from the following CTE programs:

- Westinghouse Programs targeted specifically: Business, Administration Sports and Entertainment, Carpentry, Emergency Response Technology and Culinary
- University Prep Programs targeted: Entertainment Technology

CTE students will participate in 24 hours of training embedded into their school day until June and over the summer will be able to receive 150 hours of work experience in a position within the City of Pittsburgh Departments or industry partners that aligns with their program of study or career interests.

**Learn and Earn** is a program that Partner4Work administers on behalf of Allegheny County and the City of Pittsburgh. Last year, 1,600 young people were employed through the program for short term work experience through a blended model of virtual and in person work. The program for 2021 is planned to look very similar with options for virtual and in person work and the goal is to employ 1,600-1,900 youth. The application opens on March 15 at [www.jobs4summer.org](http://www.jobs4summer.org).

Within Learn and Earn, the Corporate Internship is the capstone experience for young people ages 18-24. Last year, 51 interns were employed through the program and held positions at 19 different corporate host partners. For 2021, the goal is to engage another 50 interns as well as build stronger connections to career pathways following the internship for out of school youth who participate. The application opened for corporate interns in January and the Partner4Work team is in the midst of recruitment for corporate host partners. If you are interested in hosting or sponsoring an intern, please [visit this link](#).

#### *Programs to Build Systems*

The **Aspen Institute Family Prosperity Project** seeks to expand equitable opportunities for low-income working families by engaging individual employers in adopting family supportive policies and practices and creating career pathways and training pipelines. In close collaboration with DHS Family Centers and EARN/Work Ready provider partners, Partner4Work will conduct focus groups this month with low-income working parents, those searching for work, and those utilizing childcare subsidies to inform priorities for employer engagement.

The **Career Services Expansion Project** expands the reach of PA CareerLink services in targeted neighborhoods across the city and county, utilizing new and existing networks of community-based organizations. Three PA CareerLink Career Navigators are dedicated to receiving referrals from partner organizations to enroll unemployed and underemployed area residents in WIOA services, including career readiness preparation, vocational training, and employment assistance. Begun in November 2020, there has been a steady increase in referrals and enrollments as more and more residents are preparing to return to work. The network of partner agencies has recently expanded to include the Greater Pittsburgh Community Food Bank and 412 Food Rescue.

## Women served by Partner4Work Programs

The covid-19 pandemic has had a disproportionate impact on women in the workplace, particularly women of color. Women are disproportionately represented in low-wage service industry jobs which have not bounced back from the significant losses seen in March and April. Further, disruptions in child care and repeated transitions between virtual and in-person school often fall on mothers to solve. A recent Brookings report indicates that “Covid-19 is hard on women because the U.S. economy is hard on women, and this virus excels at taking existing tensions and ratcheting them up.”<sup>1</sup>

To help women return to the workforce, Partner4Work is working with Allegheny County DHS, Trying Together, the Heinz Endowments, Fourth Economy, Allies for Children, and more organizations to strengthen the child care system and access to resources. Further, programs like the Aspen Institute Family Prosperity Project, EARN and Work Ready (90% of EARN participants are women), Bankwork\$, Freedom House 2.0, and more are working to ensure that women have access to training in career pathway occupations, that employers understand family friendly policies and how to implement, and that the public workforce system works better for women.

### **WIOA Adult/Dislocated Worker Data by self-identified Gender: January 1 - December 31, 2020**

WIOA Program:	WIOA Adult		WIOA Dislocated Worker	
	Female	Male	Female	Male
Total Program Participants Served	274	422	194	242
Percent of Total Participants Served	39.2%	60.4%	44.5%	55.5%
Total Program Completers	149	272	107	151
Percent of Total Program Completers	35.2%	64.3%	41.5%	58.5%
Unsubsidized Employment (among participants who completed program)	94	168	75	109
Unsubsidized Employment Rate (among participants who completed program)	63.1%	61.8%	70.1%	72.2%
Median Hourly Wage	\$15.00	\$15.01	\$17.95	\$20.00

Source: Commonwealth Workforce Development System (CWDS). All employment numbers are preliminary.

### **Youth Data by self-identified Gender: January 1 - December 31, 2020**

Youth Programs	Female	Male
Total Participants	1,459	1,031
Percent of Total Participants	58.6%	41.4%
Out-of-School Participants	201	179
Percent of OSY Participants	52.9%	47.1%
In School Youth Participants	352	158
Percent of ISY Participants	69.0%	31.0%
Learn and Earn Participants	906	694
Percent of Learn and Earn Participants	56.3%	43.1%

Source: Commonwealth Workforce Development System (CWDS), Learn & Earn Salesforce system

<sup>1</sup> <https://www.brookings.edu/essay/why-has-covid-19-been-especially-harmful-for-working-women/>

Industry Partnerships

Industry	Transportation and Logistics (Updated, 12/20)	Construction (Updated, 12/20)	Financial Services (Updated 12/20)	Early Childhood Education (Updated 12/20)
<p>Employers and Key Partners</p> <p>*Co-conveners with P4W</p> <p><u>Business Champions</u></p>	<p>Pennsylvania Motor Truck Association*</p> <p><u>Beemac Trucking</u></p> <p><u>AP Logistics &amp; Trucking</u></p> <p>Castle Builders</p> <p>Central Transport</p> <p>Fran B Fuhrer</p> <p>Wholesale Co</p> <p>Giant Eagle</p> <p>Gold Medal</p> <p>Environmental</p> <p><u>Hunter Truck</u></p> <p>Mission Logistics</p> <p>MPW Industrial Services</p> <p><u>Pitt-Ohio Express</u></p> <p>Schneider National</p> <p>Source One</p> <p>Transportation</p> <p>Stevens Transport</p> <p>Tri-State Trailer Sales</p> <p>Two Men and a Truck</p> <p>Waste Management</p>	<p><u>Builders Guild of Western PA*</u></p> <p>Airport Authority</p> <p>City of Pittsburgh</p> <p>Mascaro</p> <p><u>Massaro</u></p> <p><u>Construction Group</u></p> <p>Oxford Development</p> <p><u>Pittsburgh Area Real Estate Development (PAR)</u></p> <p>PJ Dick</p>	<p>PA Bankers Assn*</p> <p>Bank of America</p> <p><u>Citizens Bank</u></p> <p>Dollar Bank</p> <p><u>First Commonwealth</u></p> <p>First National Bank</p> <p>Hill District Federal</p> <p>Credit Union</p> <p>Huntington Bank</p> <p>JP Morgan Chase</p> <p>Key Bank</p> <p>Mars Bank</p> <p><u>Northwest Bank</u></p> <p><u>PNC Financial Services</u></p> <p>S&amp;T Bank</p> <p>WesBanco</p> <p>Wood Forest</p>	<p><u>Trying Together*</u></p> <p>ABK Learning Center</p> <p>Allegheny</p> <p>Intermediate Unit</p> <p>Arsenal Family Center</p> <p>Brightside Academy - Squirrel Hill</p> <p>Carriage House</p> <p>Children’s Center</p> <p>Crafton Children’s Corner</p> <p>Pittsburgh Public Schools</p> <p>Hug Me Tight</p> <p>Marian Manor Child Care</p> <p>Riverview Children’s Center</p> <p>Thomas Child Care Flexible</p>
<p>Signature Program(s)</p>	<p>Career Pathways Project</p>	<p>Intro to the Construction Trades</p> <p>First Source Hiring Agreement</p> <p>Construction Workforce Partnership</p>	<p>BankWork\$</p>	<p>ECE Apprenticeships (3 levels)</p>



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*Chief Executive Officer*

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Director of Compliance

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**Toni Felice**  
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Chief Strategy and Innovation  
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## PA CAREERLINK® PITTSBURGH/ALLEGHENY COUNTY SYSTEM

### COMPREHENSIVE CENTERS

#### **Allegheny East**

2040 Ardmore  
Boulevard  
Pittsburgh, PA 15221  
412-436-2225  
TTY 412-271-4217

#### **Downtown Pittsburgh**

Wood Street  
Commons  
301 Wood Street  
Pittsburgh, PA 15222  
412-552-7100  
TTY 412-552-7044

### REGIONAL CENTERS

#### **Alle-Kiski**

1150 5th Avenue,  
Suite 200  
New Kensington, PA  
15068  
724-334-8600  
TTY 724-334-8713

#### **Mon Valley Regional**

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**

Lead the development, integration, and implementation of a world-class workforce development system in Pittsburgh and Allegheny County.

**Vision**

We will be a community leader, an innovator, a strong partner, inclusive, a bridge builder between human services and workforce development systems, a model workplace.

**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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*Equal Opportunity Employer*

*Auxiliary aids and services are available upon request. Reasonable accommodations can be made when requested in advance. Please call (412) 552-7090 or email [info@partner4work.org](mailto:info@partner4work.org) with your request.*

