



PA Workforce Development Association

PWDA

ANNUAL REPORT 2021

The Voice of Pennsylvania
Workforce Development

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LETTER FROM THE PWDA BOARD CHAIR

What a year we've had! A full 12 months operating in a pandemic. Continually solving for problems large and small – some expected and many unforeseen. The multiple dissonances -- simultaneous economic anxiety and prosperity, mounting workforce needs and a shrinking pool of workers, robust government support coupled with frustrating systems failures.

Through it, I'm proud to report, Pennsylvania's workforce development system has stayed strong, the constant and vital link between Pennsylvania's workforce needs and response.

The secret to our success? The Pennsylvania Workforce Development Association has been here for us, advocating for and supporting local workforce development boards in their mission to connect families to living wage employment and incubating innovation and collaboration in workforce knowledge, training, and development. Made up of the 22 local workforce development boards and the entire ecosystem of workforce development organizations, PWDA is the hub of Pennsylvania's workforce development wheel.

Led by Executive Director Carrie Anne Amann, MPA, PWDA continually monitors the federal, state, and local environments to make sure that the interests of workforce development are well represented. The association is able to pull levers large, small, and many times unseen, to keep our effective system healthy, ensuring that our diverse partners from education, training, mental health, community-organizations, economic development can provide Pennsylvania business and workforce customers with the services and supports they need and deserve.

Our PACareerLink™ system has been particularly challenged over the past few years. But because of PWDA's advocacy, they remain the vital, accessible crossroads between social services, economic development, and the Pennsylvania Department of Labor & Industry.

Whatever 2022 may have in store for us, the Pennsylvania Workforce Development Association is here for you as the unwavering facilitator of the only base solid enough to ensure true and lasting economic stability: a family-sustaining job.

Yours in service,



Ami Gatts, President, Washington Greene County Job Training Agency, Inc.

MEMBER SERVICES

PWDA DIRECTLY SUPPORTS NEARLY **80 ORGANIZATIONS**
AND **OVER 2,000 PROFESSIONALS** ACROSS PENNSYLVANIA

Targeted Audience by Member Type	Local Workforce Development Boards	Local Workforce Board and System Contractors & Sub-contractors	Education & Training Institutions, Community & Economic Development, Vendors, Consultants, etc.	Individual workforce development professionals
Dues	Pro-Rata Calculation	\$1,400/yr	\$350/yr	\$120/yr
Council & Work-group Appointment	✓	✓	Ad-hoc	Ad-hoc
Membership Portal	✓	✓	✓	✓
Membership Directory	✓	✓	--	--
PWDA Communities of Practice	✓	✓	✓	✓
PWDA Forums	✓	✓	--	--
Legislative Member Profile (one)	✓	✓	--	--
Technical Assistance	✓	✓	--	--
Meeting Facilitation Services (1/2hr)	✓	--	--	--
Promotional Communications	✓	✓	✓	--
Individual Affiliation for Credentialing	--	--	--	✓
Exclusive Benefits				
PWDA Event Member Rate	✓	✓ (up to 8 max)	✓ (up to 3 max)	✓
Fee-Based Virtual Learning*	✓	✓ (up to 8 max)	✓ (up to 3 max)	✓
Professional Trainings*	✓	✓ (up to 8 max)	✓ (up to 3 max)	✓
Exhibitor Discount	✓	✓	✓	✓

*Discounts may vary slightly based on offering



HYBRID SYMPOSIUM

IN-PERSON + VIRTUAL:

- 201 Registrants
- 12 SolutionsTalks
- 3 Keynotes



DEBUT OF PA@WORK LEARNING SERIES

Over 100 Registrants across 4 topics:

- Food Security
- Childcare
- Reentry
- Housing



HUMAN SERVICES LEARNING LAB

TWO-DAY LEARNING LAB:

- 3 Keynotes + 4 Breakouts
- 95 Registrants
- 2 Door Prize Winners
- Trade Learning Lab

764

REGISTRATIONS FOR PWDA'S TRAINING
OF PA CAREERLINK® STAFF ON NEW
UNEMPLOYMENT COMPENSATION SYSTEM



VIRTUAL ANNUAL CONFERENCE

ORGANIZATION TYPE

Business	16
Economic Development Agency	3
Educational Institution	60
Federal Government	4
Human Services Agency	12
Local Workforce Development Board	112
PA CareerLink Staff/Partner Staff	165
Service or Training Provider	84
State Agency	49
L&I Workforce	170
Other	37

712
REGISTRANTS

199 FIRST TIME
ATTENDEES

ADVOCACY



PA@Work 10 Strategies

In the wake of the pandemic, there is now an urgent need to rethink workforce development in its entirety. We can no longer rely on having more than enough bodies to fill the jobs demand. Meeting the needs of Pennsylvania's families and those of its employers will take a new kind of collaboration and an embrace of nuance. PWDA developed PA@Work 10 Strategies to get Pennsylvanians back to work and keep Pennsylvania's economy vital.

- 1. Support Pennsylvanians Back to Work**
- 2. A Career Pathway to Every Pennsylvania Employer**
- 3. Strengthen Industry Partnerships**
- 4. Modernize PA CareerLink® Education & Training**
- 5. Break out of the Four Walls**
- 6. Invest in Skilled Professionals**
- 7. Maximize Funds for Training & Supports**
- 8. Sustain Investments for Lifelong Learning**
- 9. Streamline Access to Pennsylvania's Employment & Training Programs**
- 10. #FreeTheDATA**

POLICY & ADVOCACY

FELLOWSHIP PROGRAM

PWDA Policy & Advocacy Fellowship Program

The Policy & Advocacy Fellowship Program was launched this year to raise the collective capacity of PWDA members to engage in workforce development advocacy at the federal, state, county, and local level. Fellows are selected by application and receive intensive training on the federal and state legislative, administrative, and appropriations processes, and tangible experiences in developing and utilizing advocacy strategies. This is a free virtual certificate course program that draws from public, private, and nonprofit workforce organizations throughout the Commonwealth.



Angelic Hardy
Lock Haven University



Anna Ramos
Lancaster County Workforce Development Board



Dillon Moore
Partner4Work



Gwen Ross
PA Dept. of Community & Economic Development



Hillary Lyle
SCPa Works



Jamee Joyner
PhilaWorks



Jennifer Diaz
Goodwill Keystone Area



Judd R. Pittman
Thaddeus Stevens College



Kim Bell
Rosedale Technical College



Lauren Holubec
Harrisburg University



Markese Long
Partner4Work



Marlyn Barbosa
Tec Centro SACA



Mary Turner
Reading Area Community College



Pam Streich
Workforce Solutions for North Central PA



Shuana Davis
PA Dept. of Labor & Industry



Tara Dwyer
PA Office of Child Development and Early Learning

LEGISLATIVE TESTIMONY

CARRIE AMANN, PENNSYLVANIA HOUSE OF
REPRESENTATIVES LABOR & INDUSTRY COMMITTEE,
UNEMPLOYMENT COMPENSATION SYSTEM UPDATE &
CLAIMANTS TRANSITION TO WORK, MAY 24, 2021

"PA CAREERLINKS® ARE IN THE 'EMPLOYMENT BUSINESS.' THEY WORK THROUGH THE CYCLES OF LOW UNEMPLOYMENT, LIKE WE EXPERIENCED IN FEBRUARY 2020, AND THE PERIODS OF HIGH UNEMPLOYMENT, SUCH AS THE PANDEMIC. PWDA MEMBERS KNOW HOW TO GET PEOPLE RE-EMPLOYED."

"While most are familiar with unemployment rates, workforce development professionals often look to the labor force for insight. Pennsylvania has seen a steadily decline in its labor force participation rate, in other words declining numbers of Pennsylvanians working or actively seeking work. This decline combined with mass exodus from baby boomer retirements, and the lack of births to replace creates broader and timely concerns."

"The job wanted signs, the shift in preference for types of employment, the discussion around the 'right' level of wages and other employment conditions, and the concern for economic competitiveness may remain for much longer than the COVID-19 recovery. The crux of the issue is that the pandemic has only exacerbated the labor decline we were experiencing before it happened. Our ability to rely on a workforce boom – having more than enough bodies to fill job demand – was disappearing before March 2020. The urgent need for a modernization of how employers recruit and retain employees, how our education and training systems skill-up and engage adults, and how the workforce system re-employs was obvious before we even knew what COVID-19 was."

"Pennsylvania's workforce system stands ready to tackle this 'modernization' with you. The solution is not a one size fits all approach, however. Meeting the needs of Pennsylvania's families and those of its employers will take collaboration and an embrace of nuance."

"We cannot delay the critical conversations needed to craft solutions that bring together workforce, education, and economic development and overcome Pennsylvania's demographic conditions."

July 16, 2021

Bill Trusky, Executive Deputy Secretary
PA Department of Labor & Industry
651 Boas Street, 17th Floor
Harrisburg, PA 17121

Sheila Ireland, Deputy Secretary
Workforce Development
651 Boas Street, 17th Floor
Harrisburg, PA 17121

Dear Executive Deputy Secretary Trusky and Deputy Secretary Ireland,

As Pennsylvania recovers and reopens from the impacts of the pandemic, it is critically important local workforce development boards and organizations that oversee and operate PA CareerLinks® are best equipped to help Pennsylvanians seeking employment. PA CareerLink® is in the employment business and we greatly value the collaboration and partnership with the Unemployment Compensation (UC) system. However, PA CareerLink® is not a mini-unemployment call center and PA CareerLink® staff are unable to provide UC claimants with any meaningful information to rectify and troubleshoot UC claim issues, especially under the launch of the new benefits system.

PA CareerLink® is full of passionate staff dedicated to assist customers in any way they can; as you know, there are strict requirements for UC in terms of who can and cannot provide support, what information is shared and not shared, etc. PA CareerLink® staff are doing the best they can to get UC customers connected to UC resources and resolve any claim issues. Yet, for years, UC customers are referred to and come to PA CareerLinks® with the mis-understanding that their UC issues may get resolved; only to find out that most of the time, they have to wait in line at a phone or navigate online with minimum staff assistance allowed or available – this vicious cycle most recently triggered by the COVID-19 crisis and the reinstatement of work search causes serious concerns and significant issues. Pennsylvania workers deserve a responsive UC system that provides timely benefits and partnership with the full workforce development system to support those customers on their re-employment path.

Communications for UC Customers to Get Answers and Resolutions They Need

We encourage UC to create and distribute clear and accessible communications and resources that accurately direct UC Customers to the correct locations, services, and resources to resolve questions and claim issues. There is a volume of information available already online; it is difficult to navigate and understand the availability of resources - communication into the field is needed for consistent use and reference.

For example, currently UC customers are directed to physical PA CareerLink® locations that are closest to them to resolve UC claim issues – however, it is not made clear to the UC customer that the information they are most likely seeking cannot be provided to them at the PA CareerLink®. While PA CareerLink® staff do the best they can to share available tools and tips, this causes a significant amount of frustration by customers who are growingly agitated, and at times raises serious safety concerns for staff. A consistent, statewide effort by UC to promote clarity, and communications would be helpful to local staff.

An additional example that could be resolved with a shared communications approach, PA CareerLink® staff are reportedly redirecting customers to legislative offices and other locations that are perceived to have greater access to resolve UC customer issues; whereas legislative offices are presuming PA CareerLink® has greater access – both entities appear to be in similar, if not the same, situation. Let's aim to collectively support UC customers to resolve UC issues with UC capacity. Referrals to PA CareerLink® should occur to maximize the delivery of re-employment supports and services available to them.

UC Staffing Capacity in Local Workforce Areas

During the onset of COVID, we recognize the Department took steps to repurpose L&I WIOA Title III staff to support unemployment compensation services and it is our understanding that support continues. However, as PA CareerLinks® increase their in-person access and re-openings across the state, Title III staff are relied upon to support the re-employment and labor exchange services available to customers. When Title III staff are unable to provide their proportionate share of services to PA CareerLink® customers, a domino-effect of redirecting staff outside their primary responsibilities starts to occur (not to mention the consequences of overworked, stressed staff). PA CareerLink® needs an all-hands on deck approach to assist Pennsylvanians in their work search, and Title III staff must be redirected back to their core mission of supporting the labor exchange and reemployment needs of Pennsylvanians.

A common practice that could support UC customers accessing PA CareerLink® was frequent presentations by UC staff onsite to appropriately navigate UC customers through the initial and continued claims process. These are widely successful, and a statewide schedule for these presentations could provide relief to PA CareerLink® staff and only benefits to UC customers. Additionally, UC could draw on innovative approaches to host “pop-up” UC clinics, similar to COVID-19, where UC customers can locally access more comprehensive, intensive in-person support they need around their claims. The PA CareerLink®, legislative offices, and others could promote the “pop-ups” and redirect UC customers to the appropriate staff and locations where their issues could be resolved.

According to federal requirements, the UC system must provide its proportionate share of resources to PA CareerLinks® customers seeking UC services - the reliance on a telephone and/or computer or non-UC staff during the current re-employment push is not sufficient nor proportionate to the UC customers coming into PA CareerLink®. **We seek the Department to immediately position additional UC staff capacity to strategically support UC customers in local workforce areas.**

Avoid One-Size Fits All Approaches to Accessing UC Services in PA CareerLink®

Prior to the pandemic, there was a number of discussions that addressed the potential removal of the UC phones in PA CareerLink® locations; this removal was received favorably by a number of local workforce development boards whereas in other locations, the phones did not present similar issues around access, safety, and security. As a required PA CareerLink® partner, we must note that the presence of UC support in the PA CareerLink® is already severely under-resourced and UC must maintain its proportionate share for customers to access and benefit from UI programs and services. We encourage the Department to avoid a one-size fits all approach and provide UC access onsite in PA CareerLinks® in the methods where it makes the most sense based on local input.

We cannot and must not rely on status quo methods of UC staffing and resources to address UC customer issues within the PA CareerLink® system. We call on the UC system to stop impeding on the PA CareerLink® mission to support Pennsylvanians getting back to work and to act as a full partner with the local workforce development system. We have highlighted a number of concerns and proposed solutions above; we urge the Department to put forth timely, creative, and practical solutions to effectively support UC customers in PA CareerLink® and enable them to access their benefits and safety net in order to support getting back to work.

PWDA stands committed to partner with the Department to make sure that Pennsylvanians receive the best service and support they can while they navigate challenging times of unemployment. We remain open to further discussing our concerns outlined above and look forward to on-going communication and partnership with you.

Sincerely,



Carrie Amann
Executive Director

“WE CANNOT AND MUST NOT RELY ON STATUS QUO METHODS OF UC STAFFING AND RESOURCES TO ADDRESS UC CUSTOMER ISSUES WITHIN THE PA CAREERLINK® SYSTEM. WE CALL ON THE UC SYSTEM TO STOP IMPEDED ON THE PA CAREERLINK® MISSION TO SUPPORT PENNSYLVANIANS GETTING BACK TO WORK AND TO ACT AS A FULL PARTNER WITH THE LOCAL WORKFORCE DEVELOPMENT SYSTEM.”

Letter, July 16, 2021, Carrie Amann to
Bill Trusky, Executive Deputy Secretary
and Sheila Ireland, Deputy Secretary,
PA Department of Labor & Industry
Workforce Development

PARTNER4WORK AND SCPA WORKS TESTIMONY

TO THE PENNSYLVANIA HOUSE OF REPRESENTATIVES
LABOR & INDUSTRY COMMITTEE, SUBCOMMITTEE ON
EMPLOYMENT AND UNEMPLOYMENT, JUNE 2, 2021

"In recent weeks, we've heard a lot of talk about Pennsylvania's open jobs and even more speculation about why they are not filled.

The explanation for this disconnect turns on numbers, which are notoriously hard to understand without a story, so here are two, both told by Jesse in recent testimony before the House Labor & Industry Subcommittee on Employment and Unemployment.

Tonya connected with the PA CareerLink™ in November 2020. She had served time in prison for a drug-related felony and her work experience was largely limited to warehouses. At age 46, Tonya wanted a new career, one that was less physically demanding and better met her family's needs. After completing a "customer service bootcamp" training program offered by PA CareerLink™, Tonya was offered a fulltime customer service job starting at \$16 an hour by Delta Dental in Mechanicsburg.

York Precision Machining & Hydraulics is a small manufacturing company making custom components and parts for the military. Like many other employers in the region, it has had trouble recently finding qualified workers. Jesse's regional workforce board worked with York Precision to develop an on-the-job training program, which identified potential qualified candidates through PA CareerLink™, allowed York Precision to vet and hire them, provided funding for a portion of the first eight weeks of work for each of the three new hires, and created a future pipeline of talent for a solid area employer.

These stories illustrate four things. (1) People looks for new jobs for a variety of reasons when they already have jobs. (2) Not every person looking for a job can be the right fit for same job. (3) Not every open job can be filled the same way. (4) Pennsylvania's workforce development system continually deploys creative solutions to solve the specific challenges faced by both employers and job seekers."

THE CONTINUAL RAISING OF PWDA'S PROFILE

- CCAP Conference, PA Economy League, PAACE, etc.
- Carrie's service includes:
 - United Way of Pennsylvania Board
 - Pennsylvania Society of Association Executives and its Foundation;
 - Pennsylvania State System of Higher Education system-level advisory board
 - Prepared4PA Steering Committee
 - PA State Board of Ed – Higher Education Master Plan Advisory Committee
 - Career Ready PA Council
- TANF EARN Advocacy
- Federal Advocacy: #BuildBackBetter , American Rescue





U.S. WORKFORCE ASSOCIATIONS ADVOCACY

The Honorable Bobby Scott
Chairman
House Education and Labor Committee
2328 Rayburn House Office Building
Washington, DC 20515

The Honorable Virginia Foxx
Ranking Member
House Education and Labor Committee
2462 Rayburn House Office Building
Washington, DC 20515

Dear Chairman Scott and Ranking Member Foxx:

The undersigned organizations make up the United States Workforce Associations (USWA), a collaborative effort of local workforce boards, businesses, educational institutions, and organizations involved in workforce and economic development activities across the country. These organizations are directly involved in the implementation of the bipartisan Workforce Innovation and Opportunity Act (WIOA) of 2014, specifically promoting the successful execution by local workforce boards to serve businesses, employers, and job - and career-seekers. As the Education and Labor Committee considers its portion of the Build Back Better Act, we strongly support the workforce development and education investments and urge the Committee to approve the legislation and send it to the full House of Representatives.

The funding proposal invests in the existing workforce development system which will ensure that funding quickly gets to the local level where it can be intentionally directed to needs of businesses and job seekers. The challenges presented by the COVID-19 pandemic justify additional funding for these federal programs at this moment and beyond. Workers, especially low wage and low skill are struggling to re-connect to a changing economy. The transformations seen before the pandemic, like automation, have accelerated, threatening to leave vulnerable populations behind.

The workforce development system convenes sector partnerships across the country to empower businesses to develop the skilled training needed to succeed in career pathways that lead to better jobs and higher wages. These strategies can be scaled and enhanced through the investments in the Build Back Better Act.

Businesses are struggling to hire skilled workers, further impacting our competitiveness in a global marketplace. Workers need greater supports to get a job and keep that job - WIOA is the most efficient mechanism to balance those situations as the funding is connected to individuals enrolling in job training or employment.

Congress has provided unprecedented relief to workers and businesses throughout the COVID-19 pandemic. The workforce development funding in the Build Back Better Act is a key signal that our country has a strategy for confronting these complicated challenges using a system designed to accomplish that task.



COMMUNICATIONS

LETTERS TO THE EDITOR

Letter to the editor: Strategies to get back to work

TRIB TRIBUNE-REVIEW | Saturday, June 19, 2021 7:00 a.m.
LIVE



In the editorial ["More than one reason for unfilled job openings"](#) (May 18, TribLIVE), you conclude that the additional pandemic unemployment benefits are not the only reason there are hundreds of unfilled jobs in the Pittsburgh area.

The association I lead includes the 22 local workforce development boards that operate the 60-plus PA CareerLinks centers. We are the honest brokers of the only base solid enough to anchor economic stability: a good job for everyone who needs one.

As workforce development experts, however, we also see that the pandemic crystallized what we already knew – that there has been a steady decline in the number of Pennsylvanians working or actively seeking work. This is compounded by the mass exodus resulting from baby boomer retirements and a decreasing birth rate.

Our challenge today is to reimagine workforce development, and the old "one size fits all" approach won't work. We have a list of the top 10 strategies to get Pennsylvanians back to work on our website at [pawork.org](#), and I urge your readers to check them out.

Carrie Anne Amann

Camp Hill

The writer is executive director of the Pennsylvania Workforce Development Association

EMAIL NEWSLETTERS

TribLIVE's Daily and Weekly [email newsletters](#) deliver the news you want and information you need, right to your inbox.

WELCOME BRITTANI POTTS, MEMBER SERVICES AND EVENTS COORDINATOR

Brittani is our newest team member at PWDA and oversees membership, while coordinating events such as our annual Symposums and Conferences. She is dedicated to promoting and communicating best practices around workforce development and continuing to engage members is something she looks forward to. Brittani holds a Bachelor's degree in Advertising from Temple University and has 9+ years of previous experience in communications, marketing, design, and event planning.



PWDA PULSE

THURSDAY, DECEMBER 16, 2021

Announcements & Updates | Funding Opportunities & More | Events & Development



ANNOUNCEMENTS.

Finalists announced in \$1 billion Build Back Better Regional Challenge

The Economic Development Administration announced 60 finalists for its Build Back Better regional challenge. The Challenge aims to boost economic pandemic recovery and rebuild communities. Pennsylvania had two proposals selected. You can [find a list of finalists and their proposals here](#).

\$1.7 trillion #BuildBackBetter Lacks Senate Votes, Hopes are dimming for a passage before New Year

The bill, once hoped to get consideration, passage, and en-route to the President's desk before the New Year, has stalled in the US Senate amid fears of sparking inflation. The Senate version of the bill proposes over \$15 billion to support Workforce Development, Apprenticeships, Career & Technical Education, Adult Education....[\[read more\]](#)

PhilaWorks Clancy Named on The 2021 Philly Power 100 Listing

Demonstrating the importance of local workforce development and its impact on communities, PhilaWorks CEO Patrick Clancy was named one of the top 100 most powerful people in the City of Brotherly Love. Congratulations to Pat! You can [read more here](#).

Pennsylvanians Face a Growing Risk of Homelessness, Need Affordable Housing

PWDA will host a virtual panel on the growing risk of eviction and foreclosure in the Commonwealth and how the workforce development system can help address it. Guests on the panel are Robert Cherry, Chief Executive Officer at [Partner4Work](#); Robert Henry, Administrator of the [Chester County Partnership to End Homelessness](#); and Mike McKenna, Chief Executive Officer of [Tenfold](#). [Missed It? Watch the Replay Now!](#)

OPPORTUNITIES.



Public Comment: WIOA State Plan

State Workforce Development Board To Release Modified WIOA State Plan on December 20th.

The Pennsylvania Workforce Development Board announced a period of public comment beginning December 20, 2021, for the 2-year modification of the Commonwealth's Workforce Innovation and Opportunity Act (WIOA) Combined State Plan (Plan) for 2020-2024.

You will find the modified state plan [HERE](#). Click on "2022 Draft WIOA Combined State Plan Modification"

Written comments may be submitted by mail to the Pennsylvania Workforce Development Board, 651 Boas Street, Room 514, Harrisburg, PA 17121 or by e-mail to RA-LI-PAWDB@pa.gov.

Written comments must be received no later than 5 p.m. Tuesday, January 18, 2022.



Funding Opportunities & Resources

PA Department of Labor & Industry [Veterans Employment Program](#)

Economic Development Agency [Good Jobs Challenge](#)

US Dept. of Commerce [Public Works & Economic Adjustment](#)

PA DCED [Manufacturing to Career](#)

PA DCED [Pre-Apprentice and Apprenticeship Grant](#)

US Dept. of Labor [VETS Stand Down Grants](#)

PA Dept. of Labor & Industry [Digital Literacy Rd 2](#)

Follow [PWDA Funding](#) for the latest funding and grant opportunities!

NEW IN FALL 2021

PWDA Pulse made its debut in July 2021, featuring announcements, opportunities, events, and final thoughts. In addition, other funding updates and renewal benefit emails were sent out to members.



Update on PAsmart Grants!

August 27, 2021

Information on the Department of Labor & Industry's 'Grants' webpage was not updated. Please see the new information below and visit the '[PAsmart Grants](#)' webpage for accurate details.

Governor Tom Wolf secured \$12.5 million in PAsmart grants to support the growth of registered apprenticeships and pre-apprenticeships to create opportunities in new industries and occupations for Pennsylvania workers to advance along career pathways.

These grants will support schools, students, workers, and businesses across the state. PAsmart will help Pennsylvanians develop the skills they need for the job they want. It will also support businesses by creating a skilled workforce to hire.

Grant Opportunity 1: Building, Supporting, and Expanding Registered Apprenticeship and Pre-Apprenticeship Programs

Due October 13, 2021

\$11.5 million is available to build, support and expand Registered Apprenticeship and Pre-Apprenticeship Programs with a specific focus on diverse talent pipelines and underserved populations, non-traditional occupations, alignment with secondary and/or post-secondary educational institutions, and expedited growth through multi-county or statewide initiatives.

Recording of bidders conference held on August 17, 2021, which focused on the PAsmart PY20-21 NGA Grant Opportunity 1 – Building, Supporting and Expanding Registered Apprenticeship and Pre-Apprenticeship Programs.

[View accessible presentation here.](#)

WORKforce

PA Workforce Development Association

The Voice of Pennsylvania Workforce Development

WE'RE STILL HERE FOR YOU!



At PWDA, we recognize that serving Pennsylvania's workforce development system through the promotion of best practices, professional development, technical assistance, and advocacy is only possible because it is strengthened with valuable contributions from members like you. Your leadership will continue to be critical and we want to continue providing you with the resources you need.

[Learn More About PWDA](#)



YOUR PWDA MEMBERSHIP INCLUDES

- Discounts and access to professional trainings, including our Councils and Technical Workgroups to discuss issues and develop solutions with other members
- Legislative e-alerts and newsletters, such as our new PWDA Pulse communication
- In-person networking events, including our annual Conference and Symposium (coming up in September)

PRESS RELEASES



PA@Work Childcare

The Intersection of Childcare and Workforce Development

If quality childcare is accessible, affordable and available for all Pennsylvanians...what would that impact be for Pennsylvania's labor force, employers, and communities?

PA@Work Reentry

WANTED: The Intersection of Workforce Development and Reentry

How can we help transition inmates to a world beyond a cell? Learn the latest reentry workforce trends in PA criminal justice: what's working, what's not and how to support your local efforts.

PWDA PAFP

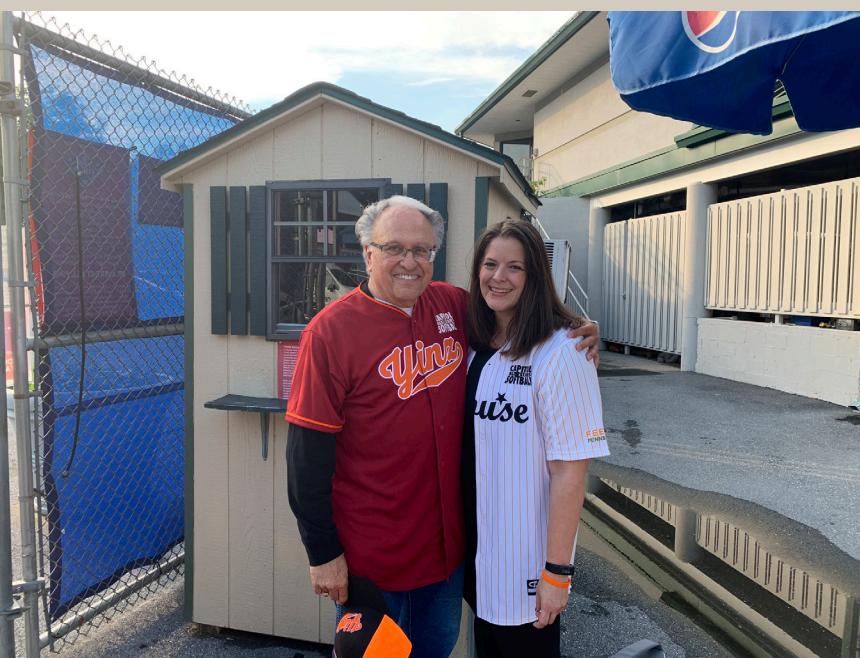
The Pennsylvania Workforce Development Association (PWDA) launched its Policy & Advocacy Fellowship Program (PAFP) in 2021 to raise the collective capacity of its members to engage in workforce development advocacy at the federal, state, county, and local level.

2021 Employer Choice Awards





CAPITOL ALL-STARS SOFTBALL



PWDA SPONSORS CAPITOL ALL-STARS ANNUAL SOFTBALL GAME

Capitol All-Stars 2021 was presented by Wilson500 and Lynn Deary, Founder and Past President, Pennsylvania Legislative Services, for the benefit of Feeding Pennsylvania and Hunger-Free Pennsylvania.

The Board Room communication was created specifically for PWDA's Board of Directors to keep an open form of communication on the months where no meetings are scheduled. These are sent directly through their member portals and include upcoming events, advocacy efforts, documents and other materials, and more!

THE BOARD ROOM

Welcome to The Board Room, a short communication sent directly to PWDA's Board of Directors each month. We are proud to have a collective group of workforce development professionals strengthening our mission to serve Pennsylvania employers, workers, jobseekers, and communities. As we wrap up 2021, we reflect on the impact we've made as an association and look forward to all that 2022 will bring. Thank you for your continued support!

- Carrie Amann, Executive Director of PA Workforce Development Association

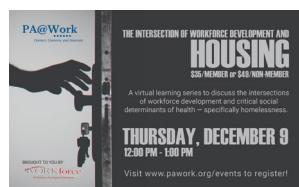
UPCOMING EVENTS

December 8, 2021 @ 8:00am
Special Meeting of the Board

December 9, 2021 @ 12:00pm
[PA@Work](#) Homelessness Webinar

January 6, 2022 @ 11:30am
PWDA Finance Committee Meeting

January 10, 2022 @ 10:00am
PWDA Executive Committee Meeting



PWDA ADVOCACY CENTER

The PWDA Member Advocacy Center is a members-only resource to help you promote, educate, and advocate for why "Workforce Development Works for Pennsylvania". PWDA provides timely legislative updates via newsletters, e-alerts, and more! You can find the latest information on:

PWDA Communications
Federal Government & Budget
Pennsylvania Government & Budget
Legislative Contacts
PWDA Policy Papers & Advocacy Tools

Members can also request customized a la carte services, including legislative member profiles and legislation analysis, by contacting us at info@pawork.org!

[BOOKMARK THIS LINK!](#)



Board Member Handbook Materials

Board Member documents, including the most recent Board Member Handbook, can be found on your portal.

Log in > My Community > My Features >
Committees > Board > Files

Update your notification settings by checking off
"Notify of new file uploads."

[Log in and update your profile!](#)

Connect with Us:

[Twitter](#)

[LinkedIn](#)

PUBLIC COMMENT SUBMISSIONS

Public Comment submitted November 29, 2021 to the PA Department of Labor & Industry by Carrie Amann in response to Workforce System Policy Co-Enrollment of Participants in the Trade Adjustment Assistance Program and Workforce Innovation Opportunity Act Dislocated Worker Programs dated September 9, 2021.

"We recognize the opportunity many trade-affected workers have to benefit from services and supports made available through the Workforce Innovation & Opportunity Act. We support the co-enrollment of eligible trade-affected workers in the WIOA Dislocated Worker program and provide comments below focused on clarification, efficiency, technology, and implementation."

"We strongly support DHS' approach to integrate TANF employment and training with Pennsylvania's workforce development system. We encourage DHS to continually work with the local workforce development boards, and other providers to prioritize a customer-centered and local approach to its E&T design/re-design. Including the E&T design areas of referrals, outreach/enrollment, barrier mitigation, access to education and training, performance evaluation that incorporates a growth mindset, employer engagement, as well as data-sharing across state agencies that eliminates local administrative burdens and expenses."

Public Comment submitted October 1, 2021 to Ms. Cathy Buhrig, Director at Bureau of Policy by Carrie Amann regarding the 2021 TANF State Plan

PWDA & LWDB ADVOCACY HALTS EARN REDESIGN BID



COMMONWEALTH OF PENNSYLVANIA
DEPARTMENT OF HUMAN SERVICES

December 23, 2021

The Honorable Camera Bartolotta
Chair, Labor & Industry
19 East Wing
Harrisburg, Pennsylvania 17120

The Honorable Christine Tartaglione
Minority Chair, Labor & Industry
458 MCB
Harrisburg, Pennsylvania 17120

Dear Senators Bartolotta and Tartaglione:

We received your communication to Governor Wolf regarding the Department of Human Services' (DHS) proposal to initiate procurement of redesigned services for the Employment Advancement Retention Network (EARN). I appreciate the opportunity to respond on the governor's behalf.

Beginning in 2019, we shared concerns about EARN program outcomes and their impact on participants, including low referral and job retention rates, and poverty wages for participants trying to support families. Feedback from program participants, providers, advocates, and national TANF experts confirmed the need for system overhaul. Since that time, we have taken aggressive steps to transform this program to better meet the needs of Pennsylvania's most vulnerable families.

The plan that was announced in 2019 to redesign the system included implementation of a set of initial program changes, a thorough data collection plan, and eventually a procurement for delivery of the redesigned services. Since then:

- We held a series of meetings and convenings with partners to gather feedback on proposed changes and outcome measures.
- Contract changes were implemented in July 2020, and we have been consistently working with providers and collecting detailed monthly reports to understand the impact of changes and to inform the long-term direction of programming.
- We introduced an expanded use of the Commonwealth Workforce Development System (CWDS) to record and document the services and supports issued to a TANF recipient to ensure a holistic approach is applied to participants' circumstances.
- We issued current providers the full amount of yearly funding instead of performance-based funding to allow for flexibility in implementing changes.

PWDA rallied around a broad coalition of LWDBs, workforce providers and partner organizations, county commissioners, local officials, General Assembly members, and advocacy groups all in support of the stance that a DHS redesign on the EARN procurement would be detrimental to serving TANF customers. As a result, an early holiday present, DHS notified PA General Assembly members and PWDA spread the word to LWDBs about the Departments decision to halt a competitive procurement. Our work on this effort is not done – PWDA continues discussions with the broad coalition of supporters to further action on integrating WIOA and TANF.

Preliminary data indicates that outcomes continue to be a long way from the goals that we all are striving towards as partners in the workforce system. We believe this calls for looking at the data together, reviewing the impact of program changes over the past year, and collectively seeking ways to ensure participants with barriers have full access to the range of partner services within the workforce system.

The Wolf Administration will not be proceeding with the procurement and will instead be asking for renewed commitment from our current partners to better enable TANF recipients to obtain the good, high-quality jobs that we know exist in today's job market. Furthermore, we will ask for continued partnership in resolving barriers facing TANF families that have been exacerbated by the pandemic. We are confident that for EARN to be successful we must come together under a model of transparency and accountability, including better understanding of infrastructure funding across the system, and we will be asking for partners to join us in that approach. It is important to note that DHS has never indicated an intention to remove services from PA CareerLink facilities. As a required partner under federal regulation, we continue to review ways to strengthen and create additional PA CareerLink® partnerships. Our expectation continues to be that all of our partners make continuous improvements in service delivery in 2022 and beyond. We look forward to partnering with all providers to achieve these goals.

We know additional changes will be necessary over time to ensure that outcomes improve to meet our shared standards for Pennsylvanians most in need. In the new year, we will be inviting our partners to a forum to confirm our shared commitments to achieving improved outcomes of the TANF program and supporting our Pennsylvania families.

Sincerely,

Meg Sneed
Acting Secretary of Human Services

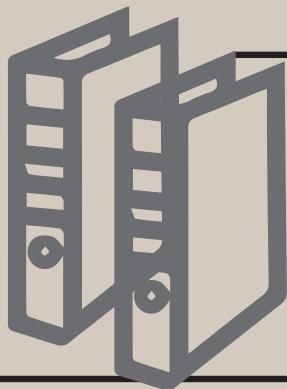
GOVERNANCE



COMPLETED
COMPREHENSIVE
REVISION OF
PWDA BYLAWS



LAUNCHED
ORIENTATION
PROGRAM FOR
PWDA BOARD
OF DIRECTORS



BINDERS WITH ALL
RELEVANT PWDA
DOCUMENTS FOR
BOARD OF DIRECTORS



PANO STANDARDS
FOR EXCELLENCE
CERTIFICATION
PROCESS BEGUN



ONGOING IMPLEMENTATION
OF STRATEGIC PLAN,
FOCUSING ON 13 TACTICS
& 66 ACTIONS

OPTIMIZATION OF THE USE OF FINANCIAL AID IN THE PENNSYLVANIA WORKFORCE SYSTEM

PWDA was awarded a grant by the Pennsylvania Department of Labor & Industry to convene experts and develop and deliver training on the Free Application for Federal Student Aid (FAFSA).

OPTIMIZATION OF THE USE OF FINANCIAL AID IN THE PENNSYLVANIA WORKFORCE SYSTEM



PWDA SELECTED TO LEAD THIS INITIATIVE!

The Department of Labor & Industry, or Department, Bureau of Workforce Development Administration, or BWDA, is relying on us to develop and deliver training for all staff in the workforce system on the use of the Free Application for Federal Student Aid, or FAFSA. By better understanding what is occurring and the resources available, staff will be able to maximize funding opportunities from all available sources and reduce the reliance on educational debt by our customers for training. This workforce product initiative will be 100% federally funded with Workforce Innovation & Opportunity Act (WIOA) statewide activity funds for this initiative.

INTRODUCTION

The 5-year American Community Survey indicates that 9.5% of Pennsylvanian's have less than a high school diploma, 34.7% have a high school diploma or equivalency, 24.4% have some college or an associate degree, and 31.4% have a bachelor's degree or higher. Pennsylvania's economic future depends on having a well-educated and skilled workforce that is prepared to meet the current and projected demands of a knowledge-based, global economy. In alignment with Governor Wolf's vision, PA learners must be prepared for meaningful engagement in postsecondary education, workforce training, career pathways, and as responsible, involved citizens. With this initiative, the following primary deliverables will be established.

PRIMARY DELIVERABLES



TRAINING

Produce and deliver training, at least one hour in length or longer, if necessary, to case management and other-related staff within the workforce development system.



VIDEO

Produce and submit a professionally recorded session of the training that is delivered by the training subject matter expert.



SURVEY

Conduct a review of participants within the workforce system who are participating in training services regarding the availability, barriers, use, needs, and experience when attempting to or accessing financial aid opportunities.



WHITE PAPER

Create a White Paper that establishes a structure for the future of financial aid utilization within the Pennsylvania Workforce System that the department can use for policy and program development purposes.

WE HAVE SOME PARTNERS HELPING US EXECUTE THIS PROJECT!



Corporation for a Skilled Workforce is a nonprofit that catalyzes nationwide transformative change across workforce, education, economic, and community development through research and action. CSW's work centers on increasing economic opportunity and sustainable prosperity for vulnerable people, companies, and communities. Major CSW current initiatives center on improving credentialing policy and practice, helping communities develop and implement workforce skill building and employment strategies, advancing workforce development within industry sectors, and strengthening community organizations through leadership development and data analysis.



KayLynn Hamilton is a high energy and motivated workforce development professional with nationally recognized expertise in the integration of adult basic education programming strategies, particularly as they relate to career pathways, with workforce development partners. She is also an Associate Teaching Professor in the College of Education at The Pennsylvania State University.



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