

PARTNER WORK

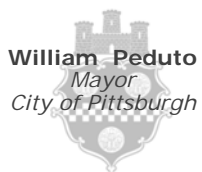
The Workforce Development Board for the Pittsburgh Area



Building a thriving workforce for the Pittsburgh region.

Board of Directors' Briefing Book

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David J. Malone
Chair



BOARD OF DIRECTORS

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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

Camino, Chris
 Americas Leader, Strategic
 Customer Engagements Amazon

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

Davis, Katie
 Vice President of External Affairs
 Duquesne Light (pending)

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 (P4W) Board of Directors' Meeting

8:30 to 10:00 a.m. September 25, 2020

<https://us02web.zoom.us/j/86552564499>

1. WELCOME AND CALL TO ORDER (2 min)
2. CONSENT AGENDA ITEMS (3 min)
 - a. APPROVE: Minutes from the June 26, 2020, Board of Directors meeting
 - b. ACKNOWLEDGE: The Actions taken by the Executive Committee since the last Full Board meeting:
 - i. Approve Minutes from March 10, 2020
 - ii. Approve Executive Session Minutes from May 29, 2020, and June 26, 2020.
 - iii. Acknowledge the June 26, 2020, e-vote regarding entering an agreement with IBMReignite and approving P4W's public statement on Diversity, Equity and Inclusion
 - iv. Approve a one-time transfer of \$100,688 from unrestricted funds to the Builder's Guild of Western PA to cover a funding shortfall for on cohort of Intro to the Construction Trades.
 - v. Approve Policy Exception language for internal and external audiences (attached)
 - vi. Accept \$50,000 from IBM to support the administration of the Service Corps Reignite initiative.
 - vii. Accept \$200,000 from the Jewish Healthcare Foundation to support and staff the Health Care Industry Partnership and understanding the employment outlook for contact tracing.
 - viii. Accept \$2,500 from the Mansmann Foundation for Learn & Earn
 - ix. Accept \$50,000 from Highmark for Learn & Earn
 - x. Accept \$25,000 from PNC for BankWork\$
 - xi. Accept \$2,000 from the University of Pittsburgh for collaboration with the Director of Policy
 - xii. Accept \$62,500 from the Aspen Institute for the Family Prosperity Project
 - xiii. Accept small donations received (less than \$200 total) from the United Way and Google.
 - c. ACCEPT (see Fund Development report):
 - i. \$800,000 from DOL for Pathway Home
3. COMMITTEE REPORTS (20 min)
 - a. Finance and Personnel
 - b. Governance
 - c. Youth Advisory
 - d. Adult Programs
4. CEO's Report and Discussion (40 min)
 - a. Ready to Work Coalition
 - a. IBM Service Corps Reignite
 - b. Advancement of subgroups
 - c. Strategic planning
 - b. Signature Solutions and Industry Partnerships
5. OTHER BOARD BUSINESS (15 min)

6. OPEN FORUM AND PUBLIC COMMENT PERIOD (10 min)
Individual speakers limited to three (3) minutes

7. ADJOURNMENT

Minutes of Partner4Work Board of Directors' Meeting

Via ZOOM

8:30 a.m. June 26, 2020

(The meeting recording can be found at <https://youtu.be/0qqeC8czpmw>)

Board Members Present

Acklin, Kevin
Bell, Natalie
Bullock, Dr. Quinton B.
Camino, Chris
Caplan, Debra
Cherna, Marc
Cooper, Mary Frances
Coplan, David
Croft, Tom
Ellsworth, Laura
Gittlen, Ike
Harris, Carey
Malone, David
Massaro, Steve
McLaughlin, Caitlin
Mendoza, Brandon
Nobers, Jeff
Pipitone, Scott
Pollard, Joshua
Staszko, Frank
Thomas, John
Topoleski, Linda
Washington, Dr. Nancy
Williamson, Sam

Board Members Absent

Barcaskey, Rich
Belechak, Joe
Casoli, Rich
Katona, Marci
Kelly, Darrin
Lane, Majestic
Melcher, Tom
Rendulic, Mark
Rupert, Duke

Guests Present

LaVallee, Dan (UPMC)
Nestor, Jennifer (Labor and Industry, Oversight Services)

Staff Present

Buford, Earl
Herrera, Jasmine
Kramer, Kristin
Mills, Jack
Moore, Dillon
Pajewski, Jennifer
Puskar, Susie

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

The meeting opened at 8:31 a.m. with roll call. A quorum was present. Staff and guests were asked to acknowledge their participation in the chat feature.

CONSENT AGENDA

- APPROVE minutes from the May 29, 2020, Board of Directors meeting.
- ACCEPT:
 - \$100,000 from the Hillman Foundation for Learn & Earn
 - \$125,000 from JP Morgan Chase for Learn & Earn
 - \$25,000 from the Grable Foundation for Learn & Earn
 - \$150,000 from the Richard King Mellon Foundation for a pilot with UPMC
 - \$330,000 from the Youth Services Investment Fund of The Pittsburgh Foundation for Learn & Earn
 - \$100,000 from The Pittsburgh Foundation for Learn & Earn
 - \$8,000 from Citizens Bank for Learn & Earn
 - \$150,000 from the Bill and Janet Hunt fund to support general operating expenses

There were no objections, abstentions, corrections, or additions to the Consent Agenda. The Consent Agenda was approved as presented.

2020-2021 BUDGET AND FINANCE REPORT

CFO Kristin Kramer reviewed the memo and charts related to the 2021 budget

- \$3 million increase in adult TANF and Learn & Earn
- Program expenses expected to increase; rent will increase \$25,000
- Management in General increase \$30,000
- A slight increase in travel and conference expenses
- A small loss in fundraising and Learn & Earn; not expected to be a long-term loss
- PA Smart funding awards pulled back by the state

On a motion by Dr. Bullock, seconded by Dave Coplan, the budget was approved. There were no abstentions.

Ms. Kramer also provided an overview of the financials included in the Board book including third-quarter financials and 12-month cash flow. She also discussed accounts receivable older than 90 days; the \$500,000 line of credit P4W has not yet been used; accounts payable; program expenses as of March 31, 2020; expense comparisons.

Other actions: Relocation policy which includes a cap of \$5,000 and limited advance trips and the cash disbursement policy allowing for electronic payments to providers.

On a motion by Dave Coplan, seconded by Dr. Bullock, the relocation policy was unanimously approved. There were no abstentions. On a motion by Steve Massaro, seconded by Debra Caplan, the cash disbursement policy was unanimously approved. There were no abstentions.

PROGRAMS

Chief Program Officer Susie Puskar provided a report on adult and EARN programs.

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- Third-quarter 2019 WIOA performance measures; met all of the performance measures except the County Adult employment rate in the second quarter after exit (between 7/1/18 and 3/31/2019) but the numbers are not final.
- Overall visits to PA CareerLink overall are down from last year. Of the 22,540 visitors into the centers before the shutdown, about a quarter was related to unemployment. About 1,000 individuals received WIOA services.
- Of the 29,000 calls received since March, 90 percent were related to unemployment; however, individuals are beginning to think about re-employment.
- About 78 percent of individuals served were placed at a median wage of \$15.86 per hour.
- CareerLink is expected to open by appointment in July.
- Funding recommendation for 2021 – continue Dynamic for Downtown, Grant Associates for the Forest Hills; ReCare as the operator for both centers; and contract with Builders Guild to open slots for training in Intro the Trades.

On a motion by Dr. Nancy Washington, seconded by Deb Caplan, the funding recommendations were approved. Jeff Nobers of the Builders Guild abstained.

Adult TANF numbers 2019 to 2020:

- Referrals from county assistance, 1377 to 921
- Enrollments, 786 to 545
- Active cases, 1,071 to 805
- Placements, 382 to 244
- Cash closures, 322 to 244

Changes for 2020-2023

- The new contract will run through June 30, 2023
- The contract value will be \$4.9M annually for EARN (\$70,000 annually for SNAP participants)
- The budget has moved to 100 percent cost reimbursement (current split is 65/35), a more stable and sustainable funding formula
- New performance outcomes
- Licensed Counselors are now required (individuals must meet with a counselor at least once per month)
- WorkReady funding has increased, program year moving to align with EARN
- Performance outcomes have changed. Each individual must have an assessment, an IEP, and meet monthly with a counselor; 70 percent must be working for 80 hours a month at a minimum of \$9.25/hr, 50 percent must begin credentialing activities, 50 percent must still be employed at 6 months, 50 percent at 12 months, and 75 percent must have an increase in earned income at the end of the retention period.

Adult TANF funding recommendations:

- Continue funding EDSI for the downtown EARN Center
- Continue funding Grant Associates for the Wilkinsburg EARN Center
- Continue funding Goodwill for the McKeesport EARN Center
- Fund Literacy Pittsburgh to provide Adult Literacy and GED services to the downtown and Wilkinsburg EARN Centers

On a motion by Dr. Bullock, seconded by Dr. Washington, the funding recommendation was approved. Carey Harris abstained.

Youth

Debra Caplan provided a report on year-round youth programming and Learn & Earn.

PARTNER WORK

- Outcomes for year-round programming are forthcoming. 75 percent of enrolled youth stayed engaged with their provider and programming during the COVID-19 shutdown; 84 percent of WIOA youth stayed engaged in work experience. We expect out-of-school youth participants will need additional assistance connecting back into the workforce and education.
- Increased funding allocations for WIOA providers in response to increased needs given COVID and to ensure that we are in compliance with WIOA regulations. P4W must obligate or spend 80 percent of WIOA PY19 funding by June 30, 2020. These funding allocation levels, which were recommended by the Youth Advisory Committee. We expect to serve slightly more youth in PY20 than we did in PY19.
- TANF Youth funding is single year funding; that said, the State Department of Labor and Industry has asked for a waiver to roll over unexpended PY19 funds into next year.
- Funding recommendations WIOA Youth:
 - Auberle, \$100,000
 - Goodwill, \$110,000
 - Phase4, \$1,500,000
 - Pittsburgh Public, \$181,889
 - ResCare, \$376,000
- Funding recommendations TANF youth
 - Auberle, \$75,000
 - Bloomfield Garfield, \$132,000
 - Center that Cares, \$63,162
 - Community Empowerment, \$61,856
 - CISPAC, \$85,928
 - City Charter, \$63,641
 - Homewood Children’s Village, \$90,888
 - Human Services Center, \$497,550
 - Jewish Family and Community Services, \$83,800
 - Nazareth Prep, \$87,500
 - Neighborhood Learning Alliance, \$179,773
 - Point Park University, \$108,871
 - Youth Enrichment Services, \$102,000

On a motion by Dave Malone, seconded by Jeff Nobers, the funding recommendations were approved. Dave Coplan and Quintin Bullock abstained.

LEARN & EARN

- Thirty to 35 percent of worksites continued in-person this summer; others moved to online programming.
- Jobs offered to more than 1,750 youth, with 1,650 placements. Fifty youth remain on the waiting list.
- Orientation and online work readiness training were held earlier in the week and 350 Chromebooks were distributed to youth this summer.
- 48 Corporate interns are working with 13 businesses throughout the region this summer. Corporate interns started on June 15.

READY TO WORK

CEO Earl Buford and CSO Jack Mills provided an abbreviated update on Ready to Work.

Moving from the immediate to intermediate phase of the coalition with emerging subgroups on:

ZOOM

PARTNER WORK

- Childcare
- Economic development (URA, Bridgeway, and ACED) to integrate resources and advance small Black-owned businesses
- Direct-hire strategies with groups such as UFCW to help individuals laid off due to the pandemic connect with new employment.
- Employment best practices with a focus on diversity, equity and inclusion; job quality
- Place-based strategies are a key focus particularly to help individuals in communities with Black and Brown residents. Activities include replicating the work in the Lower Hill.

EMERGING INITIATIVES

Board member Natalie Bell and Dan LaVallee of UPMC gave an overview of the hospital system, its footprint across the state, and its emerging partnership with P4W, particularly a medical assistant apprenticeship and a newly funded initiative to connect new Medicaid enrollees with workforce services provided through PA CareerLink. With \$150,000 in funding from Richard King Mellon Foundation, two workforce development specialists have been hired to provide workforce services to Medicaid enrollees and possible virtual job training services in the times of COVID.

Laura Ellsworth announced IBM's Reignite the Economy, a global post-COVID initiative being piloted in Pittsburgh as a resource to job seekers, small businesses, and nonprofits including CCAC, Human Services Center, and others. The Skillsbuild platform, to be deployed later in the summer, brings online training with employment credentials and the collective expertise of Jones Day and IBM to the region's job seekers and small businesses. Ms. Ellsworth and Earl Buford discussed building strong articulation with employers.

On a motion by Dave Malone, seconded by Dave Coplan, the board approved the execution of a letter of agreement with

OTHER BOARD BUSINESS

None.

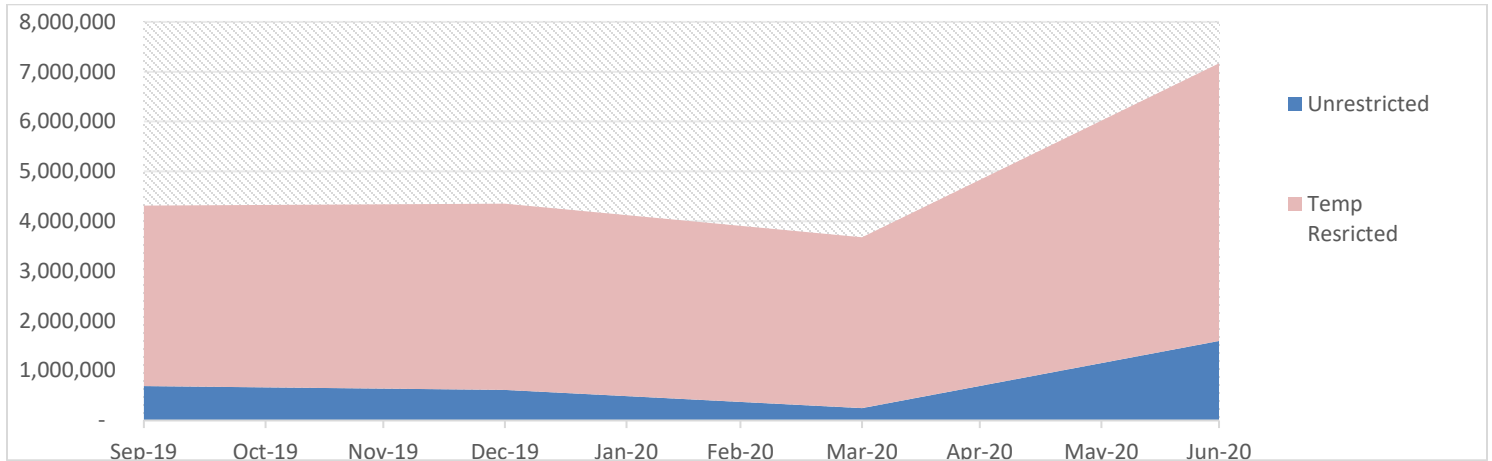
PUBLIC COMMENT

There was no public comment.

On a motion by Dave Coplan, seconded by Deb Caplan, the meeting adjourned at 10:05 a.m. and an Executive Session of the Executive Committee convened to discuss a personnel matter. No action was taken.

Dashboard Report

Cash Flow Unrestricted and Temp Restricted Funds



Current Assets, Liabilities & Equity

Cash:

Temp Restricted – \$5,573,390
Unrestricted - \$1,595,671

Total Cash - \$7,169,061

Line of Credit secured by Money Market
\$0 of \$500,000

Other Current Assets

Prepaid Expenses - \$12,394
Prepaid Insurance - \$5,569
Security Deposit - \$6,067
Other Receivables - \$48,058

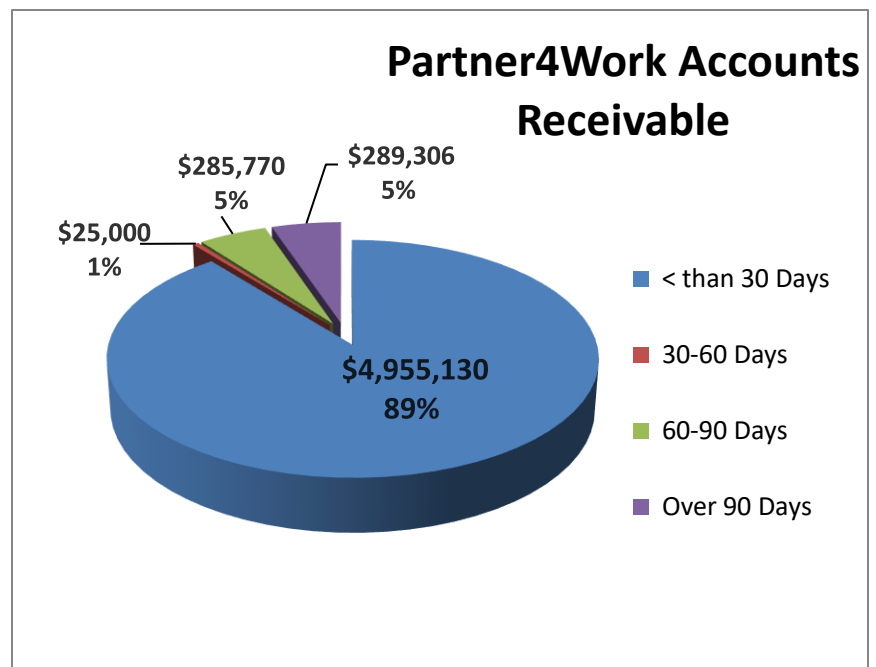
Liabilities

A/P- \$4,107,931 (\$3,880,235 due to subrecipients)
PA Unclaimed Property - \$1,309
Accrued Vacation - \$75,577
Deferred Rent - \$4,441
Paycheck Protection Program \$242,377
Other A/P - \$ 48,699

Equity

Unrestricted Net Assets - \$726,259
Temp Restricted Net Assets- \$6,449,053**
Net Income – \$1,136,696 ***majority portion from temp restricted funds being received.

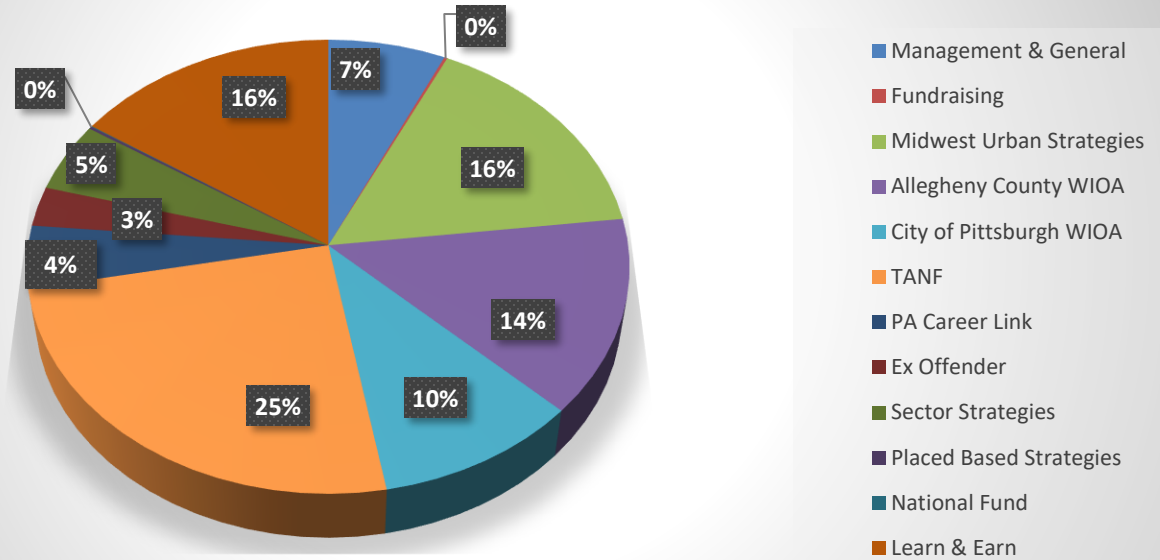
**Misc - \$62,303; Sector Strat.- \$169,733; Place Based Strat - \$79,491; Adult TANF - \$3,612,035; L&E - \$2,525,491
This is reflective of activity through 7/1/2019



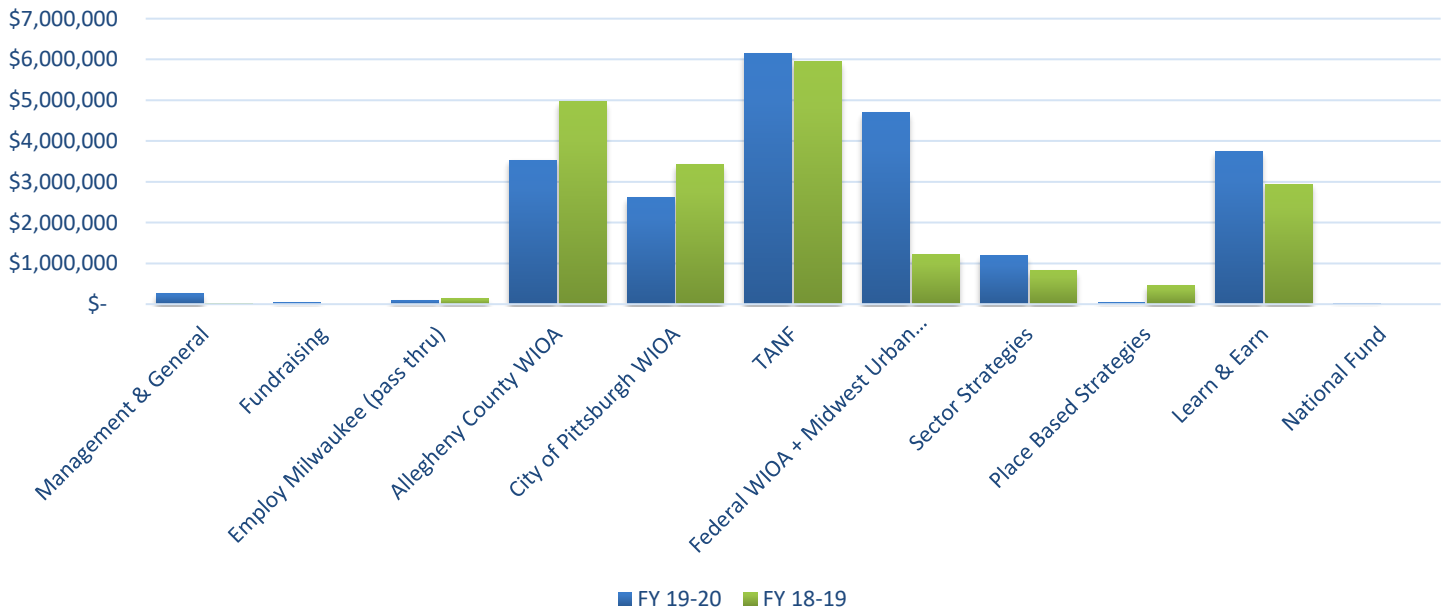
*Items over 90+ days: Learn & Earn - \$23,500; PA Dept of L&I \$19,113
PA Career Link - \$149,205; Employ Milwaukee - \$97,485

Income and Expenses

Total Partner4Work Expenditures- \$23,421,062



Expense Comparison FY 18-19 vs. 19-20



-WIOA grants are about \$2.2 less than prior year due to receiving the Federal Dislocated Worker Grant and the slow last quarter due to COVID. We have paid for most of our dislocated worker expenses from the federal grant. -Federal WIOA & MUS grants have increased \$3.4 due to MUS DLW grant and our Strive Grant which started 7/1/18 -L&E program increased about \$1.M due to TANF funds (prior year not recorded under L&E), additionally, this is the 1st year for the new ISY and OSY contract cycle with our providers and we contracted more funds with providers.

Comments: Cash balance is higher than normal due to receiving temp restricted funds. We have signed 2 settlement agreements for \$90,427 and are working on collecting the other A/R items > 90 days. Net Income is at a surplus, primarily due to the receiving of temp restricted funds. Management & General expenditures remain at 7%. We have utilized the Paycheck Protection Program Loan to reduce expenses for Salary, Healthcare and Rent. Our full PPP loan amount was \$502,600 of which \$260,222 has been used. We have been granted extensions on our PA Smart Grants, with a total remining to spend of \$380,773 and TANF City of \$1,057,461.

Partner4Work Fund Development Report							
Fiscal	2020-2021	Dates	6-19-2020 through 09-21-2020				
Quart	Q 1	Staff Lead	Jack Mills, Chief Strategy Officer				
Funding Secured during FY 2020-2021				FY 2020-2021		Greater Pittsburgh Community (FY 2020-2021)	
\$5,367,734				\$3,096,565		\$255,645	
	Number	2020 Budget Implications		Future Year Implications			
Grants Approved This Quarter	6	\$483,750		\$797,907			
Grants Approved Fiscal Year 2020	6	\$483,750		\$797,907			
Prior Year Grants With Fiscal Year 2020 Allocations	15	\$1,428,226		\$0			
Grants Extended	8	\$1,182,589		\$0			
Grants Pending	5	\$305,000		\$0			
Grants Declined This Quarter	4	\$0		\$0			
Other Approved (Board Participation, Gifts, Corporate Sponsorship)	1	\$2,000		\$0			
Detail Q 1 2020-2021							
Grants Approved This Quarter							
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 Reignite Pittsburgh efforts in the wake of COVID 19	12
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
Note: * = amount awarded is for multiple partners							
New Corporate Giving, Special Initiatives and Other Fund Development Revenue (Non Grant Based Funds) Awarded							
Area	Award	Amount to P4W	FY '20-'21 Allocation	Future Year Allocation	Partners	Comment	Months
University of Pittsburgh	\$2,000	\$2,000	2000	\$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
Pasart 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
Note: ** = extension on previously received funding; *** = extension on previously received funding for which P4W is the fiscal agent							
Prior Year Grants With Fiscal Year 2020 Allocations							
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 crircuit 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.	6
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

Pending Grants						
Grantor	Request	Amount to P4W	Potential FY '20-'21 Allocation	Potential Future Allocations	Partners and Project Scope	Months
Citizens Bank	\$45,000	\$45,000	\$45,000		cohorts	12
National Science Foundation	\$50,000	\$15,000	\$15,000		Services with University of Pittsburgh (applicant), CONNECT	4
Heinz Endowments	\$220,000	\$220,000	\$220,000		with CCAC, Trying Together, Carlow University and Literacy	12
Kaufman Knowledge Challenge	\$25,000	\$25,000	\$25,000		Funding to place Hill residents, especially those who are	12
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	36
Grants Declined This Quarter						
Grantor	Request		Partners			
PNC Foundation	\$20,000		Learn & Earn funding			
YARP - US DOL - Lead Applicant: MUS	\$880,000		MUS applied in partnership with P4W and 3 other cities, Auberle and CCAC as well as employers.			
Youth Apprenticeship Expansion - US DOL - Lead Applicant: MUS	\$723,112		MUS applied with P4W and 3 other cities to develop and/or expand youth apprenticeship opportunities			
YARP - Lead Applicant: State Apprenticeship Office	TBD		PA's Apprenticeship and Training Office (ATO), employers			

Upcoming Identified Funding Opportunities		
Source	Grant Max	Comment
PNC Charitable Trust	\$20,000	Recommended to apply for next year for rejected L&E funding
YouthBuild	\$1,500,000	Federal grant to fund pre-apprenticeship work, work for opportunity youth aged 16-24
RK Mellon Foundation	\$250,000	TBD but focused on strategies for economic development and workforce development
Northwest Bank	\$35,000	BankWork\$ Funding
First Commonwealth Bank	\$25,000	BankWork\$ Funding (\$15,000); Financial Services Industry Partnership (\$10,000)
US Department of Commerce	\$300,000	technology, engineering and mathematics (STEM) apprenticeship models that complement
Commonwealth of PA: Direct Care Workforce RFP	\$2,000,000	Amount to be shared amount multiple partners. For the Healthcare IP employers&workers
NFSW: Activating Employers in the Service Sector	\$250,000	Grant period is 18 months (1.5 years). For service sector employers (e.g., FSIP)
NFWS: Redesigned Jobs; Resilient Workers	\$195,000	Grant period is 30 months (2.5 years)
NFWS: Addressing the Digital Divide	\$130,000	Grant period is 20 months (1.67 years)

PA CareerLink® reopening plans

Since mid-March, PA CareerLink® has been delivering services to jobseekers and employers remotely, strengthening virtual resources for customers, and making plans for when and how to reopen the one-stop centers in Pittsburgh and Allegheny County to the public. Although much progress has been made toward enhancing remote service delivery, some customers are either unable or unwilling to engage with PA CareerLink® virtually, despite needing assistance.

With continued monitoring of state and local guidelines, as well as close partner coordination, PA CareerLink® staff in Pittsburgh and Allegheny County began a partial return to their offices within the one-stop centers located in Downtown Pittsburgh and Forest Hills in June. Since then, staff have been developing plans and preparing for reopening, as they continue to serve jobseekers and employers remotely. Although originally scheduled to open the centers to the public on July 6, PA CareerLink® partners decided to delay reopening due to the surge of COVID-19 cases in July.

The PA CareerLink® centers in Downtown Pittsburgh and Forest Hills reopened to the public for a limited set of services, by appointment only, on Monday, September 21. Remote service delivery will still be the preferred method of interaction with all customers. However, if a customer cannot engage in a service or program that is being delivered remotely, they may contact PA CareerLink® to discuss scheduling an appointment to meet with a staff person at one of the one-stop centers. In-person assistance with Unemployment Compensation claims and access to the dedicated Unemployment Compensation phone will not be available, per the Commonwealth: <https://www.media.pa.gov/Pages/Labor-and-Industry-Details.aspx?newsid=460>

All local, state, and federal guidelines regarding building and worker safety, in-person service delivery, and contingency planning will be followed during the limited reopening phase.

EARN and Work Ready:

EARN and Work Ready have undergone notable changes in the past few months as new Pennsylvania Department of Human Services (PA DHS) regulations went into effect on July 1, 2020. The re-designed EARN and Work Ready programs place a greater emphasis on holistic service delivery, including making counselling staff available to all participants, encouraging training and credentialing activities, and conducting in-depth individual and family assessment. Also under the re-design, EARN will now serve the general TANF and SNAP populations, whereas Work Ready will serve individuals who are in extended TANF (ETANF), which begins when an individual receives TANF for 5 years or more. Performance goals for both programs include barrier remediation, educational attainment, employment, retention, and pay increase, none of which will be incentivized with performance payments this program year, as they have been in past years.

Also new this program year:

- Partner4Work has extended Work Ready contracts to all 3 EARN providers, including EDSI in Downtown Pittsburgh, Grant Associates in Wilkesburg, and Goodwill in McKeesport, which will

increase points of access to the Work Ready program for participants throughout Allegheny County.

- In order to better serve our TANF clients with adult basic literacy needs, we have awarded a contract to Literacy Pittsburgh to provide HSE/GED services for our downtown and Wilkinsburg participants.
- EARN providers are working closely with Partner4Work to develop new OJT and work experience opportunities, which have already taken shape with UPMC.
- Ride sharing services will be available to EARN and Work Ready clients for the first time through a partnership with Travelers Aid to support our participants who are employed or attending training programs with transportation needs.
- Partner4Work is developing a new scholarship program for EARN and Work Ready clients that will support participation in tuition-based occupational training.

One of the biggest challenges currently facing the EARN and Work Ready programs is the slowdown caused by the COVID-19 pandemic. Although providers have transitioned to delivering remote services, referrals into the EARN and Work Ready programs are at historically low numbers, mainly due to client exemption from work requirements and barriers to participation. An EARN factsheet follows the Programs report.

BankWork\$

The third cohort of BankWork\$ graduated on September 17, 2020. This cohort, one of just two in the nation that have begun since the pandemic, started with 11 individuals in late July; eight graduated. One of these individuals found full-time employment with JP Morgan Chase. All graduates participated in a virtual hiring fair, where they interviewed with partner banks for open positions.

More than 80 percent of graduates from the first two cohorts of BankWork\$ Pittsburgh are currently working with a median wage of \$14.08 per hour. A success story of a BankWork\$ graduate appears later in the briefing book.

BankWork\$ Success Story

BankWork\$ Cohort 2 student, Destinee McFadden was determined to make her mark in the Pittsburgh banking industry in 2020. Always one to spark new discussions, ask questions and sit front-row at every class, Destinee was committed to achieving her goals from day one of BankWork\$. Her enthusiasm, professionalism, and eagerness to learn contributed to her speedy retention of new information and development as a professional. Despite the complications of COVID-19 and transition into virtual learning more than half-way through the program, Destinee graduated from BankWork\$ was immediately hired as a Teller 1 at Citizens Bank. Citizens promoted Ms. McFadden to Teller 2 after 90 days of employment.

Aspen Ascend Family Prosperity Project

The Family Prosperity Project was developed and will be implemented in close collaboration with the Allegheny County Department of Human Services (DHS) and is primarily funded by an Aspen Institute Ascend grant through its Aspen Family Prosperity Innovation Community initiative. The project aims to

advance equitable economic recovery during the pandemic and beyond by changing employers' policies and practices to create sustainable paths to economic stability for working families with low incomes. Project objectives include building employer knowledge of the perspectives and unique challenges of working parents with low incomes, as well as shifting hiring, onboarding, and mentoring practices to ensure families have the social supports they need to be successful. The project will engage employers through P4W Industry Partnerships to highlight the wealth of DHS social service supports available to working families and build training pipelines, career pathways, and resources to assist employers in creating more equitable hiring, onboarding, and employee support practices.

Reentry Programs

STRIVE program

The STRIVE program for justice-involved young adults ages 18-24, operated by the Auberle Employment Institute, will complete its two-year implementation period and enter a one-year follow-up period beginning October 1, 2020. Partner4Work has been highlighted as the highest performing grantee among our cohort of DOL/ETA Young Adult Reentry Project grantees and is on track to exceed performance measures. More than 195 participants enrolled in the program and more than 60 percent entering vocational training with a resulting 60% training graduation rate. Employment placement is ongoing, and the current median wage is \$11.53/hour.

STRIVE Success Story:

Malana M. is an Auberle Employment Institute STRIVE Program participant who was referred to the Employment Institute through her Auberle 412 Youth Zone Case Manager. Malana is a single parent of a toddler who, due to previous involvement with the justice system, has struggled securing stable, yet flexible, employment. Through STRIVE, Malana completed the Employment Institute's Training Program with Pressley Ridge, a Northside nonprofit, earning customer service and CPR/First Aid certificates. The program, designed in-partnership with Pressley Ridge, taught Malana the necessary soft and hard skills to obtain employment within Pressley Ridge itself. Malana gained full-time employment as a Teacher Assistant at Pressley Ridge's Penn Hills location, with a starting wage of \$13/hour. Through the Employment Institute and STRIVE case managers, Malana also was able to also obtain her driver's license, receive food boxes and gas cards to support stability until she received her first few paychecks. Malana has remained employed for six months and is serving clients.

Career Pipeline program

The Career Pipeline program is operated by the Auberle Employment Institute and is funded by a \$527,464 grant from the Pennsylvania Department of Labor & Industry. The program aims to serve 50 justice-involved young adults 18-24 through the provision of comprehensive career services, case management, and connection to supportive services. Partner4Work has developed custom paid training opportunities directly linked to employment, facilitating relationships between training providers and businesses to upskill young adults for career-track employment. One such opportunity includes a custom 3-week mechanic training program at CCAC, developed in close collaboration with #1 Cochran, with a

commitment from the employer to interview graduates for career-track Lube Technician positions starting at \$13.50/hour.

Pathway Home

Partner4Work was awarded a DOL/ETA Reentry Employment Opportunities (REO) grant totaling \$916,657 through the intermediary Midwest Urban Strategies. We have partnered with the Allegheny County Jail Reentry Program and Allegheny County DHS to provide pre- and post-release workforce development services to 100 adults 18+ exiting the Allegheny County Jail. Enrollment for the 3-year program will begin January 1, 2021. The vocational trainings offered will be directly informed by specific hiring needs of local businesses, with employer commitments to interview and hire when possible. Conversations continue with partners regarding the changes to the jail and its incarcerated residents given COVID.

Youth Program reopening plans

Year-round programs

Partner4Work executed contracts with 19 providers for year-round workforce development services to young adults for PY20-21. The projected enrollment across all programs is 1,159 youth; with 33 percent (378) being out-of-school youth and 66 percent (781) in-school.

Most year-round providers are also Learn & Earn providers; they made programmatic shifts and built capacity for digital learning and work experience through their Learn & Earn program offerings. This will enable them to be readily prepared for delivering programming this school year in the context of social distancing and pandemic safety. The contingency plans providers created in the event we were still under some level of a stay at home order in the fall are being implemented. Providers, particularly those serving out of school youth are pursuing virtual credentials and virtual career exploration for participants to benefit from. Providers serving in-school youth are working closely with Partner4Work staff to sharpen their program design to be more specific and targeted depending on the age of the participants or community context of the program. Providers embedded in school districts are working closely with those districts as their remote/in person education plans continue.

Across programs, recruitment is a key challenge. We are adding flexibility to rollovers from last program year, enrollment deadlines, and programming where possible so that providers can successfully serve youth. Efforts are currently being made to recruit participants from youth who participated in Learn & Earn this summer.

Learn & Earn

More than 1,600 youth worked in a Learn & Earn job this summer. Every eligible youth was offered a placement, and 93 percent of youth who accepted placements completed the program. Partner4Work helped providers develop digital capacity, building Google Classrooms, work readiness curriculum, and additional linkages with businesses throughout the region.

Types of work experience included:

1) Traditional In-Person Work Experience:

Youth that were placed in traditional job placements gained experience as Youth Camp Counselors, warehouse staff, retail workers and completing outdoor labor including park clean up and minor landscaping activities. Before youth could work in-person, P4W required provider organizations to submit a COVID-19 Safety Plan to ensure that protocols were in place to keep youth safe. Camps greatly reduced the number of campers served during the summer and outdoor activities were limited to small groups of five or fewer.

2) Project Based Learning:

Providers delivered virtual programs designed to solve challenges in their communities. Youth voice was incorporated from the project development stage through the end of the program. One cohort engaged youth in research surrounding COVID-19 and mental health in youth. They explored a variety of topics including how the pandemic impacted youth in their homes, at school and in their communities. Another provider encouraged youth to work creatively, offering topics like multimedia design, gaming and the history of rap.

3) Entrepreneurial skills training

Startable, a program of Innovation Works, and We Thrive offered youth the opportunity to build and practice entrepreneurial skills. Youth who completed the Startable program were asked to create a physical prototype of an invention of their choosing. Many were related to health and sanitation with one product being a self-cleaning door mat. Youth received training to "pitch" their product and competed for seed funding to continue their companies. We Thrive teaches youth the entire business planning process, culminating in a final presentation that in some cases led to youth selling their products and services.

4) College in High School

More than 160 young adults completed the College in High School pathway of Learn & Earn this summer. Students took classes and earned college credits in Biology, Psychology and English and were placed in work experiences that aligned with these courses.

Learn & Earn Success Story: Ronald Buckner and Yuba Neupane of the BotsIQ program

"It has been an awesome opportunity to work again with two interns who have each participated in BotsIQ programming in the past. Not only are they both great interns, but I'm so impressed to see how they both have matured and am amazed at the new skills they have learned." - Michel Conklin, Executive Director, BotsIQ.

This summer, Learn & Earn interns Ron Buckner and Yuba Neupane continued their journeys into the world of manufacturing, multimedia, and technical skill-building by constructing their own robots, editing videos and creating other hands-on projects. As a member of the Robotics Club at Penn State Erie, this year's program and projects were particularly appropriate for Yuba, as he also serves as the President of the Science Club and is studying to become a software engineer. Ron, an Eagle scout enrolled in Clarion University studying Communications, was able to expand his digital media knowledge outside of the

classroom by creating videos and working as a Digital Media Specialist for the program. Through Learn & Earn, Ron and Yuba had the opportunity to prepare for industries in which they have passion and expand their portfolios with new content.

Partner4Work Program Policy Updates:

Policy Exception Language:

To maximize local flexibility in addressing the unique needs of job seekers and businesses in the Pittsburgh region, Partner4Work has developed a standard process for granting exceptions to local program policies under limited circumstances. The following language has been approved (as of 9/11/2020) by the Partner4Work Executive Committee for inclusion in local program policies:

Policy Exceptions:

Under limited circumstances, Partner4Work may grant exceptions to requirements within this policy. Requests for exceptions may be submitted to asmith@partner4work.org (Adult/Dislocated Worker Programs) or mchristiansen@partner4work.org (Youth Programs). Requests should include the following:

- *The specific policy requirement for which an exception is being requested;*
- *A clear summary of the exception being requested and the reason for the exception; and*
- *For WIOA programs, the Participant ID of the participant(s) for which an exception is being requested. For non-WIOA programs, the full name of the participant(s) for which an exception is being requested; or*
- *The name and FEIN of the business customer for which an exception is being requested.*

Exception requests will be reviewed based on their allowability under WIOA and any other applicable legislation, regulation, and policy/guidance. Partner4Work will also consider funding availability, how an exception will lead to improved outcomes for the customer(s) being served, and other relevant factors.

This language will be included in applicable Partner4Work's local program policies, including:

- Customized Job Training Policy
- Follow-Up Services Policy
- Incumbent Worker Training Policy
- Individual Training Account Policy
- On-the-Job Training Policy
- Supportive Services Policy
- Transitional Jobs Policy
- Youth Incentive Policy
- Youth Work Experience Policy

Supportive Services Policy

The Partner4Work Supportive Services Policy sets requirements for the delivery of P4W-funded supportive services in WIOA Adult, WIOA Dislocated Worker, WIOA Youth, and TANF Youth programs. Supportive services funds may only be used to support a client's participation in P4W-funded career or training services. In July 2020, Partner4Work staff conducted a review of the Partner4Work Supportive

Services Policy, which included obtaining feedback from P4W-funded service providers and also benchmarking our policy with the supportive services policies of other local workforce development boards. Based on this review, the following changes have been made to the Partner4Work Supportive Services Policy:

- Streamlined the policy by including a single list of P4W-funded supportive services, rather than having separate sections for Adult/Dislocated Worker and Youth programs;
- Increased transportation supportive service options by adding gasoline cards as a reimbursable item;
- Added driver's license and/or state identification card fees as a supportive service for all Adult, Dislocated Worker, and Youth participants. This was previously allowed for re-entry programs only;
- Added language to clarify that supportive service funding may be used for the cost of an occupational license or certification. Also, clarified that GED testing or transcript costs may be paid for with P4W supportive services funding;
- Added TB testing as a P4W-funded supportive service;
- Added language clarifying the types of criminal backgrounds and clearances that may be funded with P4W supportive services funds;
- Added Clothing/Uniforms and Equipment/Tools as P4W-funded supportive services categories; and
- Set a \$750.00 cap on the total amount of WIOA supportive services funding an individual participant may receive to ensure consistent and equitable delivery of services among customers.

The Partner4Work Executive Committee approved these Supportive Services Policy changes on 09/11/2020.

Unemployment Compensation Claims Data (Allegheny County)

The following data from the PA Center for Workforce Information and Analysis (CWIA) provides unemployment compensation continued claims data by demographics and industry in Allegheny County for the most recent week available (week of September 5, 2020).

Unemployment Continued Claims by Demographics (Allegheny County)

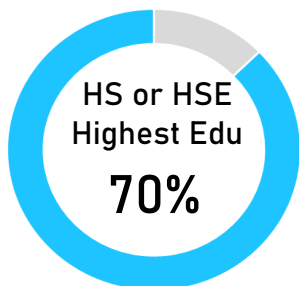
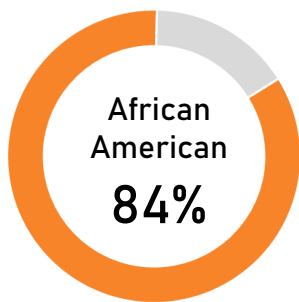
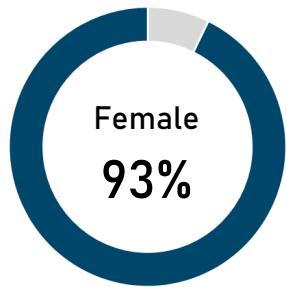
Demographics		Continued Claims (Week of 09/05/2020)	
		Total	Percent
Gender	Male	28,568	46.3%
	Female	33,135	53.7%
Race	White	43,686	70.8%
	Black	12,587	20.4%
	Hispanic	1,234	2.0%
	American Indian or Alaskan	185	0.3%
	Pacific Islander or Asian	1,296	2.1%
	Unknown	2,715	4.4%
Age	24 and Under	6,787	11%
	25-34	15,734	25.5%
	35-44	11,662	18.9%
	45-54	9,811	15.9%
	55-64	10,675	17.3%
	65 and older	6,726	10.9%
	Unknown	309	0.5%

Unemployment Continued Claims by Industries (Allegheny County)

Industry	Continued Claims (Week of 09/05/2020)	
	Total	Percent
Accommodation and Food Services	17,709	28.7%
Healthcare and Social Assistance	6,911	11.2%
Retail Trade	5,923	9.6%
Administrative and Waste Industries	4,566	7.4%
Transportation and Warehousing	3,702	6.0%

Other Services (Ex. Public Administration)	3,270	5.3%
Professional and Technical Services	2,962	4.8%
Construction	2,962	4.8%
Manufacturing	2,838	4.6%
Arts, Entertainment, and Recreation	2,406	3.9%
Educational Services	2,283	3.7%
Wholesale Trade	1,543	2.5%
Finance and Insurance	1,049	1.7%
Information	987	1.6%
Real Estate and Rental and Leasing	802	1.3%
Public Administration	617	1.0%
Management of Companies and Enterprises	494	0.8%
Unclassified Industry	309	0.5%
Mining, Quarrying, and Oil and Gas Extraction	247	0.4%
Utilities	62	0.1%
Agriculture, Forestry, Fishing, and Hunting	0	0.0%

EARN and Work Ready programs are funded by Pennsylvania Department of Human Services (PADHS). Programs provide case management, career development, job placement and retention, and educational services to individuals receiving TANF and SNAP benefits. Participants often face significant barriers to employment and require barrier remediation, skills development, and increased social supports.



- Individuals must be referred by PADHS. In PY2019...

→ **1,185 individuals were referred to EARN & Work Ready, 700 were enrolled, and 1,003 were served.**

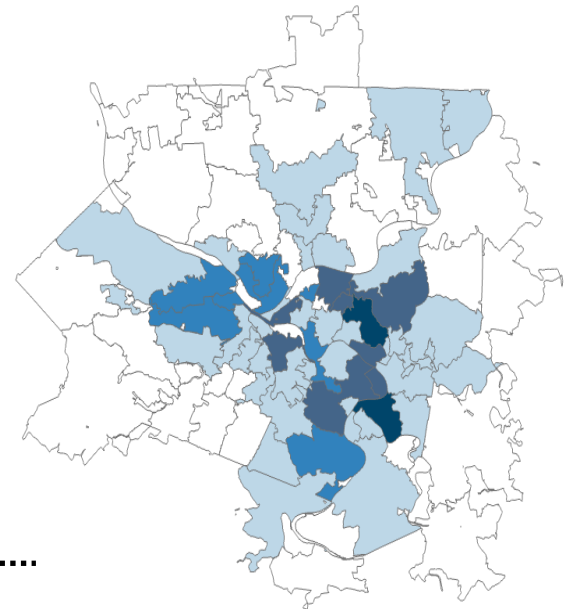
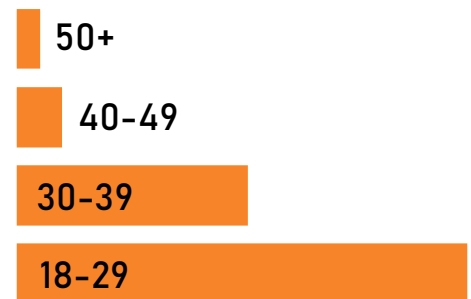
- Most clients are young, single mothers with children under 6.

- Many participants face challenging barriers, including...

→ **Structural disincentives to work (benefits cliff), domestic instability, behavioral health, single parenting, employer bias, and childcare, housing, transport, food, and clothing.**

- While some barriers can be addressed with supportive services, others will require systemic changes and employer buy-in.

AGE & LOCATION



PY2019 EARN Program Outcomes

EARN participants commonly find jobs in the retail, hospitality, healthcare, and food service sectors. Providers spend time stabilizing clients to achieve outcomes, which may occur over multiple enrollments.

→ **346 EARN participants obtained a job**

→ **225 job placements met the minimum hourly rate of \$10 per hour**

→ **140 EARN participants retained jobs for 6 months to successfully complete**

→ **82 EARN participants obtained an EARN-recognized credential**

Earl Buford
Chief Executive Officer

Matt Aelmore
Director of Compliance

Jack Bailey
Database Specialist

Crystalline Barger
Manager of Youth Work Experience

Mayada Christiansen
Director of Youth
Programs

David Conway
Apprenticeship Manager

Dillon Corbridge
Data Coordinator

John Crowe
Program Coordinator, EARN Work
Ready

Meg Cummings
PULSE Fellow

Kayleigh Del Cotto
Learn & Earn Manager

Ryan Dodson
Accountant

LaDonna Dutton
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Bonnie Evans
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Carolyn Ford
Contracts Administrator

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Kristin Kramer
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Program Manager, Adult Workforce
Services

Edgar Largaespada
Director of Industry Strategy

Markese Long
Director of Outreach and Inclusion

Kristine Masta
Director of Development

Cory Matz
IT Specialist.

Kelly McGuire
Communications Manager

Jesse McLean
Youth Programs Manager

Jack Mills
Chief Strategy and Innovation
Officer

Dillon Moore
Director of Policy

Franklin Mosley
Receptionist

Jennifer Pajewski
Chief of Staff

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Chief Program Officer

Katy Rittle
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Kris Roper
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Jonathan Ross
Subrecipient Compliance Manager

Andy Smith
Director of Adult Workforce Programs

Phoebe Swe
PULSE Fellow

Tony Townsend
Industry Partnership Developer

Rebecca Varo
Compliance Specialist

Sharon Watkins
MUS Compliance Manager

Wendy Weiskircher
Director of Human Resources

Spencer Witt
Junior Accountant

Eva Wright
Contracts Specialist

Bonny Yeager
Manager of Special Projects

Monique Yost
Program Coordinator, Adult
Workforce Services

PA CAREERLINK® PITTSBURGH/ALLEGHENY COUNTY SYSTEM

COMPREHENSIVE CENTERS

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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
Donora, PA 15033
724-379-4750
TTY 724-379-5981

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 with your request.

