

What are outcomes?

The Workforce Innovation and Opportunity Act (WIOA) sets common performance measures for its six core programs: Adult; Dislocated Worker; Youth; Adult Education/Family Literacy; Wagner-Peyser; and Rehabilitation Services. These measures include:

1. **Employment (2nd Quarter):** Percentage of participant exiters who are in unsubsidized employment during the second quarter after exiting the program. For youth programs, percent of exiters who are in unsubsidized employment or in an accredited postsecondary program.
2. **Employment (4th Quarter):** Percentage of participant exiters who are in unsubsidized employment during the fourth quarter after exiting the program. For youth programs, percent of exiters who are in unsubsidized employment or in an accredited postsecondary program.
3. **Median Earnings:** Median earnings of participants who are in unsubsidized employment during the second quarter after exit.
4. **Credential Attainment:** Percentage of participants (excluding some specialty programs) who attained a recognized postsecondary credential or secondary school diploma, or its recognized equivalent, during participation or within 1 year of program exit. Individuals who earn a secondary diploma or its equivalent are only counted toward credential attainment if they become employed or enroll in post-secondary training within one (1) year following their program exit.
5. **Measurable Skills Gains:** Percentage of participants who attained measurable skills gains defined as academic, technical, occupational or other forms of progress toward a credential or employment. These include:
 - a. Documented achievement of at least one educational functioning level of a participant who is receiving instruction below a postsecondary level.
 - b. Documented attainment of a secondary school diploma or its recognized equivalent.
 - c. Secondary or postsecondary transcript or report card for a sufficient number of credit hours that shows a participant is meeting the State unit's academic standards.
 - d. Satisfactory or better progress report, towards established milestones, such as completion of On-the-Job Training (OJT) or completion of 1 year of an apprenticeship program or similar milestones, from an employer or training provider who is providing training.
 - e. Successful passage of an exam that is required for an occupation or progress in attaining technical or occupational skills as evidenced by trade-related benchmarks such as knowledge-based exams.
6. **Effectiveness in serving employers:** A shared metric that examines the annual percentage of employers using the WIOA system and repeat business customers.

Exact performance levels will be included in the Requests for Proposals.

TANF youth programs are required to provide a workforce development service, including career exploration, employment readiness, academic tutoring, or work experience.

How many providers will you have next year?

The number of providers chosen through the RFP process will depend on funding stream, strength of proposals, and availability of funds.

How many people do your programs serve?

Partner4Work Adult programs (PA CareerLink®) serve about 17,000 unique individuals and 3,000 new individuals yearly. In-school youth and Out-of-school youth programs serve between 800-1,000 youth per year.

If 14 providers already have contracts, will they be renewed and block out others from getting funding?

No. Current year-round youth contracts expire June 30, 2019. All current youth providers will need to respond to the RFP for funding. It is never a guarantee that a provider will continue to receive Partner4Work funds. We encourage new providers to apply for workforce funds.

Does Partner4Work have programs to help people obtain their driver's license or to re-obtain their license?

Partner4Work doesn't currently fund programs specifically for non-commercial driver license attainment, but we do offer supportive services for program participants that help with the transportation barrier. Youth programs do currently help young adults in need of a driver's license to obtain it.

How do we address the fact that employers are still looking for employees with college degrees and not hiring kids that have successfully completed all training?

Partner4Work is currently developing Pre-Apprenticeship and Apprenticeship programs which put employers at the fore-front of program development that better suits employers' needs. In addition, Partner4Work is developing a business services team to help bridge connections with training programs and employers.

What are the academic supports for high school students?

Academic supports can include but are not limited to the following: tutoring, mentoring, summer learning experiences, financial planning, and decision making. We ask that all academic remediation and instruction is contextualized with real-world work examples and information.

What training is provided to be college and career ready?

Every provider has the ability to design their own training program for college and career readiness. Partner4Work brings resources and technical assistance to providers, but we expect that programs will work with employers to develop and provide the training they know to be best for their participants.

What are “workforce services”?

Job Placement	Help individuals find employment through activities such as, but not limited, to: <ul style="list-style-type: none">• Job searches• Developing resumes• Identifying and applying for potential jobs• Developing interview skills
Job Training	Helps individuals obtain skills they need to qualify for jobs: <ul style="list-style-type: none">• Basic skills• Occupational skills

Is the funding level the total amount or the amount for each organization?

Funding levels listed in the presentation are the total amount of expected funding to be released by Partner4Work for each of the programs. In the case of youth programs, the amount to be released has historically been divided between 10-16 organizations.

What specific funding or opportunities are available for neighborhood-based organizations?

Neighborhood-based organizations are encouraged to apply for any funding opportunity through Partner4Work.

How does Partner4Work connect employers to the community?

Partner4Work holds provider community of practice meetings and technical support sessions to allow employers and community-based organizations to converse about best practices, employer needs, and more. We also connect employers directly with strong providers we think will be able to meet their hiring needs.

How do Pittsburgh NECs fit in?

The Neighborhood Employment Centers represent an important component of the workforce development ecosystem, but are not overseen by Partner4Work.

How do performance measures work with public benefits, such as housing, social security and child care?

WIOA performance measures are set by federal law and negotiated with the state and federal government. Every job seeker enrolled into WIOA is counted in the performance measures. We recognize that benefits cliffs can be a disincentive to work and advocate with policy makers to help shift regulations where possible.

How does Partner4Work help with connections? What is your role?

Partner4Work holds community of practice meetings to help connect providers with one another to share best practices and challenges. Further, we connect businesses with job seekers serving organizations through technical assistance sessions and other events. Partner4Work also hosts professional development opportunities for CBOs, which is another opportunity to connect.

While we bring connections to employers and post-secondary institutions to the table, strong respondents will bring an employer network of their own.

How is Partner4Work addressing transportation barriers given public transportation is often not an option?

Where transportation is a significant barrier, Partner4Work allows providers to support their participant by providing Uber and Lyft stipends when appropriate (case by case).

How are you advocating on behalf of job seekers who need a license?

Partner4Work works with the Pittsburgh Black Elected Officials Coalition on addressing the driver's license issue. We also work with businesses to understand driver's license requirements and advocate for changing them when they are not truly required.

What about programs that are showing great success, as far as metrics, but don't fit neatly into the models established by Partner4Work? Do we have to change our already successful models or is there flexible funding available?

Partner4Work welcomes program models which are creative and demonstrate out-of-the-box thinking. The new Youth RFP will include flexibility not included in the system the last time programming was procured. Having said that, Partner4Work is a workforce development funder, and all successful applications will clearly demonstrate outcomes.

Is funding available for youth ages 5-13?

Partner4Work will not release any funding for younger youth through this solicitation in December. From time to time, we have funding available to serve younger youth. Interested parties should keep an eye on our website for grant announcements.