



Quarterly Meeting Briefing Book

August 6, 2025
10:00 AM

Josh Shapiro
Governor

Terry Wiltout
Chair



Quarterly Meeting Briefing Book Table of Contents August 6, 2025

Agenda	4
May 14, 2025 Minutes	6
Industry Partnership and Employer Engagement Committee Update	16
Youth Committee	17
Continuous Improvement of the PA CareerLink® System Committee Update	18
Reentry Committee Update	19
Apprenticeship and Career & Technical Education Committee Update	20
Education Workforce Committee Update	21
Healthcare Workforce Committee Update	22
Barrier Remediation Committee Update	23
Agriculture Workforce Committee Update	24
Construction Workforce Committee Update	25
Construction Workforce Committee Recommendation	26
Manufacturing Committee Update	27
Manufacturing Committee Recommendation	28
Department of Labor & Industry Workforce	30
Office of Vocational Rehabilitation	34
Department of Education	37
Department of Human Services	40
Department of Community and Economic Development	42
Department of Agriculture	43
Department of Aging	44
Department of Corrections	45
Pennsylvania Profile – Labor Market Update	49
WIOA Titles I & III Performance Update	51
PA CareerLink® Digital Intake Summary	54

Quarterly Meeting
August 6, 2025
Agenda (subject to change)

- 10:00 AM Meet at UPMC Washington Community Room
- Parking and Directors to meeting space will be provided separately
 - Tour is a five-minute walk from meeting space
- 10:10 AM Walk to UPMC Training Center
- Tour will last approximately 30-40 minutes
 - After Tour conclusion, we will walk back to Community Room to begin meeting
- 11:00 AM Call to Order – Chair’s Updates, Terry Wiltrout
- Roll Call (will be conducted via sign-in and Zoom attendance)
 - Approve May 14, 2025, Quarterly Meeting Minutes – **VOTE**
- 11:15 AM PA WDB Committee Updates
- Industry Partnership & Employer Engagement, Chair John “Ski” Sygielski
 - Youth, Chair Chekemma J. Fulmore-Townsend
 - Continuous Improvement of the PA CareerLink® System, Chair Brian Funkhouser
 - Reentry, Chair Debra Caplan
 - Apprenticeship & CTE, Chair Angela Ferritto
 - Education Workforce, Chair Rita Frealing
 - Healthcare Workforce, Chair Matt Yarnell
 - Barriers, Chair Shea Zwerver
 - Agriculture Workforce, Chair Brian Campbell
 - Construction Workforce, Chair Karen Masino
 - Helmets to Hardhats Recommendation - **VOTE**
 - Manufacturing Workforce, Chair Mike Wojewodka
 - Manufacturing Promotion and Awareness Recommendation - **VOTE**
- 12:00 PM Working Lunch
- 1:00 PM Agency Updates
- Nancy Walker – Secretary Labor & Industry
 - Ryan Hyde – Executive Director Office of Vocational Rehabilitation
 - Carrie Rowe – Acting Secretary Education
 - Valerie Arkoosh – Secretary Human Services
 - SNAP E&T FY26 State Plan
 - Rick Siger – Secretary Community and Economic Development
 - Russel Redding – Secretary Agriculture
 - Jason Kavulich – Secretary Aging
 - Laurel Harry – Secretary Corrections



1:40 PM Public Comment

1:50 PM Adjourn – **VOTE**

Next Meeting: November 19, 2025 – Virtual

PA WDB Quarterly Board Minutes

Wednesday, May 14th, 2025

11:00 a.m. to 2:00 p.m.

Attendance

Members:

- Brian Campbell
- Debra L. Caplan, MPA
- Angela Ferritto
- Tom Foley for Governor Josh Shapiro
- Mayor Rita Frealing
- Chekemma J. Fulmore-Townsend, MSW
- Brian Funkhouser
- Nicholas Gilson
- Sara Gligora for Secretary Russel Redding
- James N. Harper, Jr.
- Executive Director Ryan Hyde
- Gerado Interiano
- Philip Jaurigue
- Deputy Secretary Dan Kuba for Secretary Nancy Walker
- Dan LaVallee
- Andrea MacArthur
- Malik Majeed
- Karen Masino
- Christopher Manlove for Secretary Nancy Walker
- David Miles for Secretary Jason Kavulich
- Mark E. Pasquerilla
- Jolene Reid for Secretary Valerie Arkoosh
- Gwen Ross for Secretary Rick Siger
- John J. "Ski" Sygielski
- Chekemma Fulmore-Townsend
- Terry Wilttrout
- Shea Zwerver

Committee Chairs:

- Chair John "Ski" Sygielski, Industry Partnership & Employer Engagement Committee
- Chair Chekemma Fulmore-Townsend, Youth Committee
- Chair Angela Ferritto, Apprenticeship & CTE Committee
- Chair Brian Funkhouser, Continuous Improvement Committee
- Chair Matt Yarnell, Healthcare Committee
- Chair Brian Campbell, Agriculture Committee
- Chair Mike Wojewodka, Manufacturing Committee
- Chair Karen Masino, Construction Committee
- Chair Debra Caplan, Reentry Committee
- Chair Mayor Rita Frealing, Education Committee
- Co-Chairs Shea Zwerver and Mohona Siddique, Barriers Committee

Staff: Executive Director James Martini, Deputy Director Michelle Lengel, Erin Donohoe, Daniel De Lellis, Austin Shannon, Belinda Nester, Zoe Kim

Welcome, First Remarks:

Chair Terry Wiltrout welcomed all in-person attendees to Selinsgrove, Pennsylvania and expressed his gratitude to Nicholas Gilson for the tour of Gilson Snow’s facility. Further, he shared his excitement over the two recommendations awaiting a vote. Before the Committee’s shared their work, he stated that the chairs would have to vote to approve the April 23rd Emergency Board Meeting Minutes.

MOTION: Kait Gillis made the motion to approve of the April 23rd Emergency Board Meeting Minutes. It was then seconded by Chair Debra Caplan. It passed unanimously.

Introductions:

Chair Wiltrout welcomed the Chair of the Education Shortage Committee, Mayor Rita Frealing. Mayor Frealing introduced herself to the Board and shared her excitement to step in this role and build upon earlier work of the Committee. She further shared her background in governance and with the Department of Education as well as her interest in educating the youth in Pennsylvania.

Pennsylvania Workforce Development Board Committee Updates:

- **Industry Partnership and Employer Engagement, Chair John “Ski” Sygielski**
Chair Sygielski referred to Page 8, which laid out the Committee’s work with Artificial Intelligence (AI) and its effects towards the workforce in Pennsylvania. As Chair Sygielski stated, the Committee worked with Bob Messner, Vice President of Information Technology for HACC, Central Pennsylvania’s Community College. In these discussions, Sygielski shared how a number of roles have been reclassified by AI and that AI has begun playing a critical role in hiring. For example, he shared employers turn to AI for sifting through resumes, looking for qualified candidates. He further shared of the work of Hardly, an AI start-up that serves as a one-stop for assisting job seekers. Finally, Chair Sygielski added that in the coming months, the Committee looks forward to working with the AI Governing Board of the Commonwealth to further learn how AI impacts the workforce.
- **Continuous Improvement Committee, Chair Brian Funkhouser**
Chair Funkhouser shared that the Committee has partnered with the Bureau of Workforce Partnership and Operations as well as the Labor and Industry’s Communications Office to shape upcoming marketing efforts for the PA CareerLink®. Chair Funkhouser thanked Crystal Houser, Director of BWPO, and Kate Loyd, Digital Director of Labor and Industry, for their support of these efforts. Finally, he added that the Committee is looking forward to wrapping up their outreach and marketing efforts to bring further awareness of PA CareerLink® to both PA workers and businesses.

- **Reentry Committee, Chair Debra Caplan**

Chair Debra Caplan shared that the Reentry Committee welcomed Noella Sudbury, CEO of Rasa, which serves the reentry population by expunging records quickly and affordably. Chair Caplan stated that there are over 3.5 million constituents in Pennsylvania who have either a misdemeanor or felony, which disqualifies them for certain lines of work. She brought up Rasa, as they offer an affordable response to this disparity and will grant the reentry population further opportunity in the workforce. She then added that Rasa seeks to be running in Pennsylvania in June of 2025, and that it can be a unique opportunity for the state to uplift and serve this vulnerable population. Further, she shared that Rasa works within two of the Committee's yearly objectives: building a reentry toolkit for job seekers and assisting in pardon support.

Chair Caplan then shared that the Reentry Committee has partnered with the Barriers Committee to build out a Barrier-Reentry Subcommittee which will address the barriers unique to the justice-impacted population.

- **Apprenticeship and Career & Technical Education Committee, Chair Angela Ferritto**

Chair Ferritto shared that the Keystone Research Center has finished up their report addressing PA Registered Apprenticeships. The Committee, she added, has discussed and offered feedback to this report. Further, the Committee has received the Apprenticeship and Training Office's 2024 Progress Report and the 2024 Chairperson's Report of the Pennsylvania Apprenticeship and Training Council. Finally, Chair Ferritto added that the Committee is looking forward to building upon earlier conversations and understanding the challenges that career and technical administrators are facing.

- **Agriculture Committee, Chair Brian Campbell**

Chair Campbell shared that the Committee discussed the survey and recommendation regarding H-2A and H-2B visas, given their great demand. The Committee's recommendation seeks to respond to this demand in visas by encouraging the Administration to address the shortcomings stated in the survey and consider the survey suggestions laid out by its participants. In 2024, Pennsylvania received 297 H-2A orders with 3,125 H-2A petitions requested. In the stated survey, participants were asked how the state could assist with work visa challenges; they responded:

- Streamline paperwork approval processes and reduce regulations to a point where farmers are not overburdened but worker health & safety is still protected
- Clarify/Simplify the application process
- Provide assistance and/or grants to farmers and H-2A/H-2B visa holders for housing, ESL, or required trainings
- Have a help line where issues can be addressed, and individuals can get help with filling out paperwork
- Remove PA UC Tax for individuals ineligible to receive UC benefits

Recommendation: H-2A and H-2B Survey

MOTION: Chair Sygielski made the motion to pass the recommendation. It was seconded by Kait Gillis, and it passed unanimously.

- **Manufacturing Committee, Chair Mike Wojewodka**

Belinda Nester, on behalf of Chair Wojewodka, shared that the Committee has been dedicated to the issues of ESL and Transportation, Housing, and Tax Credits. She then added that they had welcomed Abby Smith of TeamPA to their Committee who laid out the history and process of Industrial Decarbonization. The Committee further has been looking to share a recommendation for greater state support for manufacturing awareness in 2026. The Committee has brought forth a subcommittee which is dedicated to writing this recommendation.

Further, Nester stated that she is ecstatic that Governor Shapiro has recorded a video to 170 junior high school student teams for the What's So Cool About Manufacturing 2025 award ceremony. She finally shared that the Committee will continue to pursue and address the issues of numeracy and math skills; transportation; and childcare. In the coming months, they look forward to further add to their Manufacturing Resource Repository; share their recommendation; and critically look through the Pennsylvania Manufacturing Competitiveness Playbook.

- **Construction Workforce Committee, Chair Karen Masino**

Chair Masino discussed that the Committee had been introduced to the Southwest Corner Building and Construction Trades Industry Partnership. This partnership, she shared, has worked with trade union locals, Joint Apprenticeship Training Committees (JATC's), and other workforce partners for the past twenty years. She further added that they have supported over 2,000 training initiatives this year. Chair Masino then stated that she is looking forward to discussing the effects of recent Federal policy cuts within the Committee and how state and local leaders are responding.

- **Barriers Remediation Committee, Co-Chair Shea Zwerver**

Co-Chair Zwerver shared that over the past three months the Committee has been dedicated to the issues of job quality; language barriers; visa barriers; corporate employment barriers for immigrants; diploma equivalency and their associated costs; and finally, justice-impacted reentrants. However, she brought to light that immigration has been the critical issue addressed this quarter. In April, Andrew Nguyen, CEO of the Welcoming Center in Philadelphia, shared their Engaging Immigrant Talent Toolkit, and shared the roles that policy and practices have played in supporting immigrants in Philadelphia.

The Committee in response to the barriers immigrants face in the workforce have brought forth a recommendation, which addresses the WIOA Combined State Plan, Sub-Goal 5.2 and 5.11. The Committee recommends to the Governor's Office **to create a statewide task force of employers, advocacy groups, workers, and other subject matter experts to address workforce challenges experienced by immigrant workers and proactively address federal policy shifts that may impact the immigrant workforce.** Given that immigrants have a critical role in the Commonwealth's workforce, the Committee sees it necessary to address shifts in work visas and asylum laws that bring uncertainty to immigrants and their employers. This recommendation, Co-Chair Zwerver

stated, would protect the workforce and support employers with vested interest as well as ensure that Pennsylvania continues to be a competitive economy.

Recommendation: Statewide Taskforce on Workforce Challenges for Immigrants

MOTION: Chair Caplan made the motion to pass the recommendation. It was seconded by Chair Sygielski. It passed unanimously.

- **Youth Committee, Chair Chekemma J. Fulmore-Townsend**

Executive Director James Martini, on behalf of Chair Chekemma J. Fulmore-Townsend, shared that the Committee has worked with representatives of PATTAN, Pennsylvania Training and Technical Assistance Network, to further understand how they can strengthen youth engagement. The Youth Committee looks forward to building upon these conversations in the coming months. To strengthen youth engagement, they have considered learning how the state can attain youth feedback and having a subcommittee that receives youth feedback and reports it back to the broader committee.

- **Healthcare Workforce Committee, Chair Matt Yarnell**

Daniel De Lellis, on behalf of Chair Yarnell, shared that his Committee is anticipating that they will assess the PA Nurse Aide Registry data and will further look to address the issues of testing and certification for nursing students. Further, the Committee is dedicated to addressing recent healthcare issues in the state. Chair Yarnell gave the example of Crozer-Chester Medical Center and Taylor Hospital, which both shut down in Delaware County and has had over 2,650 layoffs reported.

- **Education Shortage Committee, Chair Mayor Rita Frealing**

Mayor Rita Frealing reintroduced herself to all as the Chair of the Education Committee. She shared that she is looking forward to leading the Education Committee. She first stated that the Committee has laid the groundwork for greater engagement with statewide workforce initiatives. Chair Mayor Frealing is looking forward to building upon earlier work by scheduling calls with the co-chairs and drafting committee partnerships and recommendations for the upcoming year.

Mayor Rita Frealing then shared that Christine Houck, Executive Director of Adult Education in the Mayor's Office for the City of Philadelphia, has agreed to serve as co-chair to the WDB Education Committee. The Committee is ecstatic for her leadership, as she will bring a necessary perspective to support the Committee's outreach.

Workforce Innovation and Opportunity Act Combined State Plan 2-Year Modification, Executive Director James Martini

Executive Director Martini first discussed the Workforce Innovation Opportunity Act. He stated that one critical responsibility of the PA WDB is to respond to the Workforce Innovation Opportunity Act (WIOA). Under the law, every two-years Pennsylvania's WIOA Combined State Plan must be reassessed to respond to the change labor market demands and ambitions. He then shared the feedback the PA WDB received while attending the PA Workforce Development Conference. One critical piece of feedback received was

that there are barriers for employers and a demand to streamline online processes. Building upon this, Executive Director Martini added that in July, him and the PA WDB staff are looking forward to holding a two to three public engagement calls, which will give the broader public the opportunity to give feedback. By December or January, the PA WDB will receive public comments, which will be shared with the broader board in February. Further, the PA WDB will vote to share it with the federal government; however, the portal for sharing this is no longer there. In response, the PA WDB will await further instruction by the federal government.

Workforce Development Board Recommendations— Administration Feedback and Updates, Executive Director James Martini

Executive Director Martini turned to the status of recommendations, in the order to which they were received by the Shapiro Administration. He urged all to speak out or ask any questions in response to the status of any recommendations, receiving no feedback.

May 2023

- **Industry Partnership Goals- Industry Partnership and Employer Engagement Committee**
Executive Director Martini stated that it has been incorporated into the Industry Partnership Notice of Grant Availability requirements, scoring priorities for review teams, and technical assistance to funded grant programs.
- **Employer Immunity for Hiring Returning Citizens- Reentry Ad Hoc Committee**
Act 53 of 2022 was revised on October 19, 2024, with a number of earlier recommendations.

February 2024

- **Commission Research on the State of Registered Apprenticeship and Registered Pre-Apprenticeship in Pennsylvania- Apprenticeship and Career & Technical Education Committee**
The Keystone Research Center finalized the report on the PA registered apprenticeship landscape, which the committee had reviewed, discussed, and provided feedback on.
- **Pennsylvania Longitudinal Data System Forum Project Reflection Utilization of Youth Programming and Outcomes- Youth Committee**
Data exchange agreements are being finalized between PALDS among PDE, L&I, DHS, and DOC.
- **Pre-release Identification Country Agreement Toolkit Initiative and Pardon-related Initiative- Reentry Committee**
There are nine county jails that work with PennDOT to get license pre-release: York, Montgomery, Franklin, Lancaster, Adams, Chester, Union, Centre, and Lehigh Counties. Six are pending approval to start: Berks, Dauphin, Delaware, Bucks, Cumberland, and Potter Counties. Chrissy Klinger and Dorenda Hamarlund have created a one-pager for the jails that is being finalized.
- **Increase Language Accessibility in State Exams for Licensure and Credentialing- Agriculture Committee and Healthcare Committee**

Awaiting an Update

May 2024

- **Evaluate Curriculum Standards to Align with Industry-related Training and Educational Programs-Construction Committee**

The Manufacturing Academy is a fully operating business run completely by students, from design and production to sales, billing and marketing. The program works in partnership with the NW Industrial Resource Center. PDE has also been working with PennDOT to design a heavy construction trades initiative to support the workforce needs of the highway industry.

- **Develop and Fund Transportation Initiative to Transport Students to Industry-related Workforce Events- Construction Committee**

It was stated that there is a shortage of qualified drivers. Without an additional allocation in the state budget, increasing the allotment for each school is cost prohibitive. However, there are federal reimbursements for transportation that may be available and schools in urban areas may be able to negotiate waivers for public transportation.

- **Endorse and Fund Nursing HUB Approach Under One Entity- Healthcare Committee**

The Nurse Aide Training Hub will create a self-sustaining program by aligning regional resources, connecting employers with nurse aide training providers and community support services. The initiative focuses on removing barriers and linking community members interested in healthcare careers with training, support, and employment opportunities. Additionally, Governor Shapiro's 2025-2026 proposed budget invests \$5 million to create a pipeline of new nurses through the Nurse Shortage Assistance Program, strengthening Pennsylvania's health care workforce, providing tuition assistance to young nurses, and setting them up with a hospital placement.

- **Endorse and Fund Home and Community-based Services HUB Approach Under One-Entity-Healthcare Committee**

The OVR State Board, PA Rehabilitation Council, Statewide Independent Living Council and Employment First Oversight Commission fully support increases to the direct care workforce and will conduct additional advocacy on the topic to legislators in future discussions and outreach in 2025. They recognize this staffing issue as paramount to the health, safety, and employability of people with disabilities and are interested in additional collaboration with the workforce board on the topic

August 2024

- **Collaborate with the PDE to Support the Establishment of an Educator Workforce Data HUB on the PDE Website- Education Shortage Committee**

PDE is currently analyzing the scope of the project and whether it can be completed internally or whether it will require the expertise of an outside contractor.

- **High School Driver Education Programs- Construction Committee**

PDE is currently exploring possible legislative and policy changes that may increase the number of schools that provide driver education programs.

- **Recommendations Related to Implementing Digital Intake- Barrier Remediation Committee**
Awaiting an Update

November 2024

- **Provide a Report to the Board on PA Rules Imposing Employment-related Consequences Due to Criminal Histories- Healthcare Workforce Committee**
Awaiting an Update
- **Make Government Contracts Less Restrictive for Those with Criminal Background- Reentry Committee**
EO 2024-01 HIRE encourages Commonwealth agencies to hire formerly restricted populations, including reentrants. DOC is working with PennDOT and OA to start a pilot.
- **Public Awareness Campaign, Facilitate Employers' Transition, Transitional Support for Disabled Population to Ensure Essential Benefits, Develop Phase Out Plan of 14(c), State Funded Employers Training- Barrier Remediation Committee**
OVR recommends a five-year phase out period to allow adequate time to create new services, train providers on national best practices, and ensure collaboration between state agencies, community rehabilitation providers, and employers.

February 2025

- **Implementation of Reforms for NA Training and Testing Program- Healthcare Workforce Committee**
PDE is in active discussion with Credentia related to providing a publicly available reporting tool and will provide updates as they become available.
- **Honor Youth Workforce and Skill Development by Declaring a Day for Special Celebration- Youth Committee**
Awaiting an Update

Quarterly Agency Specific Updates:

- **PA Labor and Industry Workforce Development, Secretary Nancy Walker**
Christopher Manlove represented the PA Department of Labor and Industry on behalf of Secretary Nancy Walker and Deputy Secretary Daniel Kuba. In the first quarter, he shared, they hosted a rapid response. In March, the Department had the first rapid response catering specifically to workers facing layoffs.
- **PA Office of Vocational Rehabilitation (OVR), Executive Director Ryan Hyde**
Executive Director Ryan Hyde shared that he foresees an issue with funding given that 78% of their funding comes from DOE. Executive Director Hyde then added that there has been 5 million

dollars proposed by Governor Shapiro to OVR. As to date, he stated they have 36,000 customers and are projected to assist 6,000 gain employment by the end of the 2025 year. He added that there are 15,000 to 20,000 students in transitioning initiatives, and that they are all looking forward to their summer academy hosted by Pennsylvania State University.

Finally, Executive Director Hyde shared of an exciting opportunity where the First Lady had taken three students to cook with an executive chef at the Governor's Mansion. He thanked Governor Shapiro and First Lady Lori Shapiro for their support and the special day.

- **PA Department of Education, Acting Secretary Carrie Rowe**

Rob Steinmetz spoke for the PA Department of Education and its Acting Secretary Carrie Rowe. He welcomed all to reach out and engage with him if there were any questions and thanked Executive Director Martini for welcoming him in this role. He expressed a commitment to assisting the PA WDB with any recommendations addressing education.

- **PA Department of Human Services (DHS), Secretary Valerie Arkoosh**

Jolene Reid spoke for the Department of Human Services and Secretary Valerie Arkoosh. She stated that she was similarly uncertain when it came to funding in the coming year and how that would affect DHS's partnerships with workforce boards and community colleges. In addition, she addressed that there may be cuts and changes to SNAP policy.

Further, she shared that the DHS had a refugee education presentation as well as a refugee coordinator. She urged anyone interested in either one to reach out to the refugee coordinator.

- **PA Department of Community and Economic Development (DCED), Secretary Rick Siger**

Gwen Ross represented the PA Department of Community and Economic Development and Secretary Rick Siger. She first addressed the Housing Plan Act, which Governor Shapiro signed an executive order to. This will raise the supply of housing in Pennsylvania, curbing the high housing cost. Ross shared that a draft of this plan will be given to the Governor no later than September of 2025 and will lay out necessary policy in the next five years to respond to the housing shortage. Further, the issue of housing was discussed in a roundtable with stakeholders who believe that the major barriers is construction. By the end of 2028, the Commonwealth looks to reach 110 million dollars in its affordable housing fund.

- **PA Department of Agriculture, Secretary Russel Redding**

Sara Gligora spoke for the PA Department of Agriculture and Secretary Russel Redding. She shared that eight of their sponsors received grants in the apprenticeship and training offer. Further, she shared that they have built out an urban agriculture apprenticeship, a conservation apprenticeship, and a number of other engaging apprenticeships. The week before, she stated that they had hosted a farm city event in Harrisburg, in which they welcome 1200 students over the two days. In addition, they hosted a PA training for students to take a tour of the Animal Science Center, where students had the opportunity to learn more of pre-apprenticeships.

Further, she shared that the PWDA hosted a workshop in partnership with Pennsylvania State University.

Finally, Gligora ended by discussing the issue of immigration, H-2A and H-2B visas. She expressed the Department's commitment to addressing this issue and overcoming the challenges that farmers and growers may have in the state.

- **PA Department of Aging, Secretary Jason Kavulich**

David Miles was not in attendance; Executive Director Martini asked all to turn to the Briefing Book for any quarterly news regarding the Department of Aging.

- **PA Department of Corrections, Secretary Laurel Harry**

Dorenda Hamarlund spoke for the PA Department of Corrections and Secretary Laurel Harry. She shared that in their reentry service offices they are anticipating introducing registration for the CareerLink® and their services. She further stated that their Department held a number of employer round tables in both Pittsburgh and Mercer County. She added that these are not only addressing the interest of the reentry population, but they have had thorough discussions with OVR and veterans.

Finally, Hamarlund shared a brief video discussing the significance of second chance hiring.

Public Comments: There were no public comments.

Final Remarks & Adjournment: Executive Director James Martini and Chair Wiltrout thanked the Board for gathering together and for the engaging discussions. They are looking forward to the following quarterly gathering.

MOTION: Dorenda Hamarlund made the motion to adjourn the May Quarterly WDB Meeting. It was seconded by Jennifer Wakeman, and it passed unanimously.

Next Meeting: August 6, 2025- Hybrid (In-Person Location TBD)

Industry Partnership and Employer Engagement Committee Quarterly Update

August 6, 2025

Work of the Committee

The committee met once in the last quarter to receive a presentation on the PA State Board of Higher Education (SBHE) and discuss Governor Shapiro’s AI Executive Order.

Carrie Amann, Chief Postsecondary Officer of Economic and Workforce Development at SBHE, shared the six goals for the PA State Board of Higher Education’s strategic plan. They are:

- a. Increase postsecondary credential attainment
- b. Affordable pathways to postsecondary credentials
- c. Support economic development needs of PA
- d. Support workforce development needs of PA
- e. Accountability, efficient use of state funds
- f. Fiscal health and stability of the higher education sector

Ms. Amann shared some of the statistics on the “credential workforce gap” and the state of PA’s postsecondary enrollment and affordability. The committee then shared some perspective on what the workforce development system and industry could contribute to the discussion overall.

The committee also discussed the [AI Executive order from Governor Shapiro](#). The two main questions that arose in discussion were:

1. How can the system help employers understand AI and integrate it into their operations?
2. How can the workforce system integrate AI into the PA CareerLink system to serve clients?

Next steps for the committee involve receiving a presentation from Keystone PA Goodwill on how they are using AI. The committee will also look to compile a list of free resources to help business with their AI needs and gather examples of companies’ policies on uses and economic benefits of using AI.

John J. “Ski” Sygielski, Ed.D., Chair

Industry Partnership and Employer Engagement Committee

**Youth Committee
Quarterly Update**
August 6, 2025

Work of the Committee

The Youth Committee remains committed to discussing how they would like to involve youth in the committee work going forward. Some suggestions include: finding out how other state agencies involve youth input, having a subcommittee that directly involves the youth input to take back to the broader committee, and to set expectations in general for the committee on what youth engagement should look like.

Chekemma Townsend, Chair
Youth Committee

Continuous Improvement of the PA CareerLink® System Committee Quarterly Update

August 6, 2025

Work of the Committee

The committee continues to partner with the Bureau of Workforce Partnership and Operations and Labor & Industry's Communication office Digital Team to help shape upcoming marketing efforts for the PA CareerLink® and the broader Workforce Development System.

In the coming quarter, the committee will begin work on prioritizing goals related to the continuous improvement of PA CareerLink® system that were identified in the 2024 Workforce Innovation and Opportunity Act Combined State Plan, as well as identify potential new priorities for inclusion in the Federally required modification of the Plan.

Brian Funkhouser, Chair

Continuous Improvement of the PA CareerLink® Committee

Reentry Committee

Quarterly Update

Work of the Committee

Over the past quarter, the Reentry Committee has taken strides in their Reentry Toolkit. The Reentry Toolkit offers online assistance for workforce staff and second chance employers dedicated to breaking down the barriers of reentry and bridge the gap for reentrants in the Commonwealth and the serves that will pave the way forward for employment. The Committee looks forward to sharing the Reentry Toolkit with the greater Board in November.

Further, the Committee has been digging deeper into the issue of licensing in response to Act 53 of 2020, which has significantly assisted reentrants in accessing occupational licenses. The Committee has been working to draft two recommendations, one of which will address the Department of State's Office of Stakeholder Engagement to broaden communication with the PA State Correctional Institutions. The second recommendation encourages the Department of Corrections and the Department of Transportation to partner with one another to track and report who is leaving with driver's licenses and the status of their eligibility. Both recommendations are principle to the Reentry Committee, as they seek to broaden access to workforce opportunity.

Upcoming Work of the Committee

In November, the Committee looks forward to sharing the Reentry Toolkit for a vote. In February, the Committee looks forward to sharing their two recommendations for a vote.

Debbie Caplan, Chair
Reentry Committee

Apprenticeship and Career & Technical Education Committee
Quarterly Update
August 6, 2025

Work of the Committee

The committee met on May 20 to discuss what it has the power to recommend and what change it can effectuate in order to support and enhance career & technical education in PA. We considered many approaches, from addressing changes at the local level, such as through Occupational Advisory Committees and local school boards, to broadly shifting from a mindset of college or career to a mindset that all students need similar preparation in certain skills for both college and for careers in the trades. A few committee members also raised the importance of preparing and supporting CTE educators to teach skills like reading and math in addition to teaching skills that are specific to their trade.

The committee's next meeting is Tuesday, September 16, at 2 p.m., when we will learn what current challenges Career & Technical Center administrators are facing.

Angela Ferritto, Chair

Apprenticeship and CTE Committee

Education Talent & Workforce Committee
Quarterly Update
August 6, 2025

Education Shortage Committee Update

Under the leadership of Mayor Rita Frealing, the Education Committee has continued internal planning efforts to reassess its strategic direction and ensure alignment with Pennsylvania’s current education workforce challenges. Recent planning meetings have focused on reviewing statewide education updates, refining committee priorities, and establishing a consistent meeting structure to support engagement and accountability. During this process, Christine Houck, Executive Director of Adult Education in the Mayor’s Office for the City of Philadelphia, shared that she will be stepping down from her co-chair role due to a new teaching opportunity in Saudi Arabia. Her contributions have been deeply appreciated, and we wish her well in her next chapter.

Next Steps for the Education Committee

- Host the next full committee meeting on Friday, August 22, 2025, at 2:30 PM
- Finalize updated priorities and structure a forward-looking plan for the 2025–2026 program year
- Continue work to identify a new co-chair to support leadership of the committee

Mayor Rita Frealing, Chair
Education Shortage Committee

Healthcare Workforce Committee
Quarterly Update
August 6, 2025

The Healthcare Workforce Committee most recently met on June 17, 2025. As our primary agenda item, committee members discussed several significantly impactful “hot topics” within our current healthcare sector, for both employers and the healthcare workforce, including:

- Efforts to protect Medicaid and related federal programs from proposed federal cuts. This includes about \$1 Trillion proposed to be cut nationally, mostly from Medicaid, over the next decade. The impact on Medicaid reimbursement rates in PA could force healthcare facility closures, resulting in worker layoffs as well as access to care issues. Additionally, related cuts to SNAP and Pennie (PA’s healthcare exchange coverage) will affect lower-wage healthcare workers (and lower wage workers in general) including by making it more difficult for them to access affordable insurance coverage.
- Recent PA hospital and facility closures, for example the Crozer-Chester and Taylor hospital closures, which displaced around 3,000 workers and significantly impacted the entire local economy in that area. Across PA, multiple nursing facilities have closed. Other hospitals and facilities are also at risk in other areas of the state, such as Scranton Regional, and members discussed the need for local boards and workforce partners to have strong relationships with the hospital/facility leadership early on, to allow better preparation for events. Members also noted the importance of early information sharing and collaboration at the earliest possible opportunities, including with healthcare provider associations, who may be great resources for impacted employees.
- Medication Technician roles in nursing facilities, and regulations currently being developed. Members stressed the need for Med Techs to be included in the facility staffing-patient ratio and to support that being part of the regulation and subsequent policy. This is important to help facilities meet the ratio requirements and to support hiring Med Techs.

The committee will continue to explore potential recommendations that develop from these topics.

Additionally, we also reviewed updated PA Nurse Aide Registry data from PDE, noting that the recent data shows pretty static or “flat” numbers, no significant growth or decline; however, given the current and projected Nurse Aide worker shortages this remains a major challenge for the industry. Lastly, we reviewed an updated listing of healthcare-related Registered Apprenticeships from the ATO, which is great information and a resource for the members.

Our next meeting is currently scheduled for August 19, 2025 at 8:30 am and will be conducted via Zoom.

Matthew Yarnell, Chair
Healthcare Workforce Committee

Barrier Remediation Committee
Quarterly Update
August 6, 2025

Work of the Committee

The committee has continued its focus on barriers to work for English learners and immigrants, such as the challenges and expenses associated with applying work experience and credentials from foreign countries to careers in the U.S. We discussed multiple ways these challenges are being addressed or can be addressed, from workplace literacy classes, to mentoring or peer support, to technological solutions that offer live translation. A group of committee members led by Chrissie Klinger has volunteered to work outside of our meetings, exploring how employers support immigrant employees—especially those who are learning English or adjusting to a new cultural environment. This group has developed a questionnaire for employers to help us gather effective strategies, resources, and partnerships to address employers’ needs through the hiring and retention of skilled immigrant workers. We are looking for employers to respond to this questionnaire.

At our June meeting, we learned about an online training platform that builds courses for task-based, vocational English learning. A representative of the EnGen platform shared with us that one in ten working-age adults in the U.S. is an English learner, and English language training is based on the belief that multilingualism is a workforce skill that opens promotion opportunities and improves the quality of the work being done.

In July, we learned from Ashley Putnam of the Federal Reserve Bank of Philadelphia about their research into economic mobility. One of the takeaways was that economic stability was a bigger concern than economic mobility to many of the low-income, Philadelphia-area people who were surveyed in their research. Another takeaway was the importance of worker voice in research, listening to what people who are in the ALICE population (Asset Limited, Income Constrained, Employed) say about what matters to them—like stable income—and where they look for opportunity.

Committee members who are interested in addressing barriers facing reentrants have continued to meet in a sub-committee with members from the PA WDB Reentry Committee. Early this summer, the subcommittee discussed recommending that the PA Department of State provide education to incarcerated individuals on the statewide regulatory changes to occupational licensing eligibility rules, so they can make informed decisions about training and education before release.

The committee meets on the first Friday of each month at 11 a.m.

Shea Zwerver, Co-Chair
Barrier Remediation Committee

Agriculture Committee

Quarterly Update

Work of the Committee

This quarter, the Agriculture Committee has discussed the Pennsylvania State Extension Agribusiness and HR Support Grant. This is a two-year effort to offer workforce assistance for local agriculture businesses through educating the workforce and offering consulting services. The Committee had conversations of how to best reach out to PACLs. Further, the Agriculture Committee has discussed an exciting opportunity for food security efforts with local workforce areas. Deputy Director Trina Moss of the Luzerne/Schuylkill Workforce Development Board and Clancy Harris, the founder of the Food Dignity Movement, shared how they used an ARPA grant to bring farmer’s produce to donation-based stands and the success of “crop drops.”

Upcoming Work of the Committee

The Agriculture Committee looks forward to having further discussions surrounding food security in the Commonwealth and how local workforces can assist with these efforts.

Brian Campbell, Chair
Agriculture Workforce Committee

Construction Workforce Committee
Quarterly Update
August 6, 2025

The Construction Workforce Committee most recently met on June 10, 2025. For our main agenda item, we had an outstanding presentation on *Helmets to Hardhats* (H2H), by Joe Osborn, the Military Liaison and Manager for H2H's Ohio Valley Region (which includes Pennsylvania). H2H is an amazing national non-profit organization dedicated to assisting military service members and veterans as they transition into building trades-related apprenticeships and careers. One of the most important aspects of H2H is the way they help service members and veterans maximize their G.I. Bill benefits while in apprenticeships.

Committee members are extremely interested in H2H's mission and work, and we see a great opportunity for state and local workforce partners to help enhance career opportunities for Pennsylvania's veterans by promoting H2H as well as making referrals to H2H when it is appropriate. As a result, we developed the recommendation that follows my report, which I'm pleased to present to the Board for action.

The Committee meets bimonthly, and our next meeting is on August 12, 2025 at 9 am, via Zoom. At our next meeting, we intend to continue our focus on student skill deficiencies, primarily basic math and reading comprehension, regarding entry into trades programs and apprenticeships.

Karen Masino, Chair
Construction Workforce Committee

Construction Workforce Committee Recommendation:

Helmets to Hardhats (H2H) is a nationwide non-profit joint labor-management organization whose mission is to serve U.S. military service members and veterans, assisting them as they transition to career opportunities within the building trades. The primary pathway is through trades-related apprenticeship programs, frequently utilizing the GI Bill benefits that services members and veterans earned during their military service. In 2024, H2H helped 122 service members and veterans here in PA, successfully transition into trades career opportunities. The Committee believes that further expanding awareness about and referrals to H2H will be a great benefit to PA service members and veterans, as well as trades employers and union-sponsored apprenticeship programs.

The Committee's recommendation is as follows:

***Helmets to Hardhats* is an organization dedicated to assisting service members and veterans with entry into construction and trades-related apprenticeship programs and effective use of G.I. Bill benefits. The PA Workforce Development Board's Construction Workforce Committee recommends that the PA Department of Labor and Industry, in partnership with local workforce development boards and other workforce development partners, at all PA CareerLink® offices and other appropriate workforce events and venues, conspicuously promote *Helmets to Hardhats* (via signage, brochures and other visual materials, messaging, counseling and other reasonable methods) and encourage referral to *Helmets to Hardhats*, when appropriate.**

The Committee requests that the PA Department of Labor and Industry lead this effort, develop and present a plan and timetable for this initiative, and periodically advise the Board and Committee on progress.

CWC-2025-1

Manufacturing Committee
Quarterly Meeting Agency Update

August 6, 2025

Work of the Committee

The Manufacturing Committee continues to be focused on sharing information and learning of services currently provided in the areas of ESL, Transportation, Housing and Tax Credits. Additionally, the Committee has centered recent discussions related to the prioritization of support, advocacy, and investment in the manufacturing workforce sector.

In the July 17th committee meeting, members received a superb presentation by Mary Bula of Erie Together, which outlined their highly successful model of effectively engaging the community in addressing local priorities.

In addition to the presentation during the July meeting, the subcommittee reviewed and discussed the recommendation for additional and continued State level/Governor support for Manufacturing awareness in 2026 with the Manufacturing Committee, unanimously agreeing to move forward with submitting to the Board for approval.

In addition, the committee continues to place emphasis on prioritizing areas of concentration:

- Attracting talent
- Numeracy and math skills
- Transportation
- Childcare

Potential action items to pursue in the future:

- Continues to do work on a Manufacturing Resource Repository
- Focus on Pennsylvania's Manufacturing Competitiveness Playbook https://teampa.com/wp-content/uploads/2022/08/PA-Playbook-Final_08312022rs.pdf

Mike Wojewodka, Chair
Manufacturing Committee

PA WDB Manufacturing Committee Recommendation:

Given that manufacturing remains Pennsylvania's largest and most dynamic industry sector and a quality jobs provider, the Pennsylvania Workforce Development Board encourages Governor Shapiro and his Administration to continue to enhance statewide awareness and visibility of local and regional manufacturing events and projects.

It is important to note that not only is manufacturing currently 10-12% of the workforce in PA but Manufacturers in Pennsylvania produce an extraordinarily wide range of products essential to everyday life and critical infrastructure, including:

- Medical devices and pharmaceutical components
- Food and beverage products
- Automotive and aerospace parts
- Building materials and construction systems
- Electronic components and semiconductors
- Defense and national security technologies
- Robotics, automation equipment, and additive manufacturing systems

This variety showcases manufacturing's indispensable role in both domestic well-being and global competitiveness.

In addition, it is important to note that the manufacturing industry is so critical that there was a statewide task force that created the [Pennsylvania's Manufacturing Competitiveness Playbook](#) and that work currently continues with TeamPA. Among a large quantity of valuable information regarding the manufacturing sector in PA, the document also contains very pertinent data, providing a solid foundation for this recommendation. Relevant data regarding the impact of the PA manufacturing sector can also be found in [A Ten-Year Strategic Plan for Economic Development in Pennsylvania 2024-2033](#).

To further illustrate the impact manufacturing has in PA, a Manufacturing Report furnished by the Center for Rural Pennsylvania states that the total Gross Domestic Product (GDP) from Manufacturing in 2023 was \$110.3 billion. Along with other significant history and data, Brookings provided research on Southeastern Pennsylvania market assessment for growing opportunity industries and economic mobility, stating that while Southeastern Pennsylvania continues to hold tremendous economic influence and innovative prowess, the sectors driving its regional economy are very different now than they were even three decades ago, further illustrating the need for continued support for awareness and visibility.

Two decades ago, there was an unfortunate steady decline in PA manufacturing sector interest, awareness, and popularity which was further exacerbated during the Great Recession of 2007-2009. On a positive note, the PA manufacturing sector emerged from the Great Recession, stronger and more vibrant. Following the Covid pandemic, the manufacturing sector began gaining even more forward momentum, but the manufacturing sector needs continued state support and statewide advocacy to maintain that momentum. The PA WDB Manufacturing Committee is delighted that Governor Shapiro placed an emphasis on manufacturing, including it as one of the five priority sectors outlined in the Ten-Year Strategic Plan for Economic Development in

Pennsylvania. However, regional and local activities to promote the sector continue to be stronger and more consistent than statewide support has historically been. As such, the PA WDB Manufacturing Committee recommends that the Governor's Office continues to prioritize support for, advocacy of and investment in, the manufacturing workforce sector.

This committee believes that the State must continue to strengthen regional manufacturing workforce pipelines through statewide programming as well as a community-based approach that ensures manufacturing jobs and careers are viable options for all students and job seekers alike. The networks of educators, employers, and advisors that are needed to create robust regional talent pipelines and strategies must be prioritized and supported by the state both financially and fundamentally. Additionally, there should be a continued focus on funding of statewide programs that nurture interest in manufacturing careers throughout the job seeker and student lifecycle – from middle school through high school and beyond, including an emphasis on expanding existing manufacturing sector competitions statewide for middle/high school students (e.g., BotsIQ in SW PA, What's So Cool About Manufacturing, Manufacturing Day) and create stronger connections with those programs to high school programming and manufacturing job placement.

The PA WDB Manufacturing Committee recommends the following:

- **Continue support for funding increases to the Workforce & Economic Development Network of Pennsylvania (WEDnetPA) as well as other relevant funding sources for incumbent worker training and the PA Industry Partnership Program to support critical incumbent worker training needs of Pennsylvania's manufacturers.**
- **Advocate for continued investment and funding, especially for high quality Career and Technical Education programs and career education for all students that is geared to the needs of 21st Century manufacturing.**
- **Active promotion and support of proven manufacturing promotional programs such as the annual BOTS IQ program, What's So Cool About Manufacturing video contest and the Manufacturing Dream Teams.**
- **Statewide level support for public information campaigns and strategies highlighting the quality career opportunities within the manufacturing sector that do not require a four-year college degree to get started.**

Additional Resources

[Manufacturing Report Center for Rural Pennsylvania](#)

[Brookings Southeastern Pennsylvania market assessment for growing opportunity industries and economic mobility.pdf](#)

Quarterly Meeting Agency Update

August 6, 2025

Agency: L&I Workforce Development

Apprenticeship Training Office

Throughout the quarter, the Apprenticeship and Training Office (ATO) demonstrated robust engagement and effective outreach across Pennsylvania's workforce landscape. ATO staff participated in the 3rd Annual Keystone Apprenticeship Alliance Forum, fostering valuable connections among navigators, labor unions, employers, training providers, community organizations, and workforce board representatives. Their outreach included delivering presentations at the PACTT Alliance affiliate meeting in Monroeville, where they explained registered apprenticeship and pre-apprenticeship models and shared best practices, and at the Lackawanna County Workforce Development Board, where they discussed sector strategies and local apprenticeship ecosystem building. Additional highlights included presenting at the 20th Annual BotsIQ Finals Competition, showcasing student skills in robotics, and engaging Mars High School CTE students and educators emphasizing career pathways in trades, healthcare, and education. Collectively, these efforts reflect ATO's commitment to expanding apprenticeship opportunities, nurturing partnerships, and elevating workforce development outcomes statewide.

ATO created and launched Apprenticeship 101: Building Pathways to Opportunity training, designed for Commonwealth staff to deepen interagency collaboration and integrate apprenticeships into state hiring practices. It focuses on how staff can leverage apprenticeships to meet workforce needs, especially in sectors like healthcare, IT, trades, transportation, and administration. The training explains how to create and register apprenticeship programs, and includes a toolkit with practical resources, funding information, and a brainstorming activity to identify roles suited for apprenticeships.

Partners have successfully collaborated with the Delaware County Workforce Development Board and Main Line Health to develop an apprenticeship program for Emergency Medical Technicians (EMTs). The approval of the EMT Apprenticeship Program comes at a critical time with Crozer-Chester Medical Center closing its doors, marking the end of Delaware County's largest health system. According to data compiled and published by L&I's Center for Workforce Information & Analysis (CWIA), the Standard Occupational Classification (SOC) code 29-2042.00 projects employment in this field could reach approximately 9,730 positions by 2032—a 4% increase from 2022. Currently, there are 104 programs across the nation supporting this career path, but only six available in Pennsylvania.

The nation's first Doula Registered Apprenticeship Program, sponsored by Patients R Waiting and working closely with the Pennsylvania Department of Human Services, was approved by the PA Apprenticeship and Training Council on June 5. This program has garnered interest from the Office of Apprenticeship within the U.S. Department of Labor, who has asked to look at the program to serve as a template for potential future use.

Bureau of Workforce Development Administration

Throughout the quarter, the Bureau of Workforce Development Administration (BWDA) actively engaged with a broad spectrum of counterparts, partners, and stakeholder groups. On April 16, Deputy Secretary Kuba and workforce leadership shared digital intake best practices with New Mexico

colleagues during a NASWA-facilitated session, highlighting Pennsylvania's success in digital innovation. BWDA also hosted two financial sessions at the PWDA conference on May 1, introducing the Allowable Cost Training—an adaptable resource for workforce professionals, local board staff, grantees, and front-line case managers. Furthering its collaborative reach, workforce staff participated in the Food Policy Council Urban Agriculture Workgroup meeting on May 29, contributing to efforts that enhance opportunities for urban farmers and residents. Additionally, on June 18, BWDA's Policy & Planning Coordination Services and Oversight & Monitoring units delivered an interactive Policy & Oversight Touchpoint session, providing an overview of WIOA, workforce system policies, and planning processes to 50 local workforce development board members, reinforcing the bureau's commitment to ongoing partnership and shared progress.

BWDA successfully finalized the procurement of a comprehensive Metrix Learning software package designed to provide skill training to a broad range of users, especially job seekers. This serves as a vital tool for workforce training, skill acquisition, and professional development, empowering users to acquire industry-recognized certifications, enhance their employability, and advance their careers. The software will be utilized for online training, certification preparation, and skill assessments, helping users refine their qualifications to meet industry standards. By offering structured courses tailored to workforce demands, it ensures effective learning outcomes, promotes economic resilience, and supports career progression.

BWDA finalized the procurement of a mobile service unit (Mobile PA CareerLink®). The mobile unit—staffed by experienced workforce professionals—will enable L&I and partners to deliver workforce services to the public where they are. Through career counseling, resume writing, networking support, interview preparation, and addressing employment gaps, this initiative allows re-entrants and other underserved populations to gain access to opportunities that might otherwise be out of reach. This investment strengthens L&I's commitment to workforce accessibility.

Policy on Policies: The first round of leadership reviews began May 27, 2025, with feedback due by close of business on June 10. With review concluded, the policy team will address any comments or questions and make the necessary revisions before advancing the policy to the next round of leadership review.

Financial Management Policy: The third round of leadership reviews ended mid-June. Following the review period, the Development and Review Team (DART) will address any comments or questions and make necessary revisions before preparing the policy for a 30-day public comment period.

Bureau of Workforce Partnership Operations

The Bureau of Workforce Partnership & Operations (BWPO) and the Office of Vocational Rehabilitation (OVR) jointly presented "OVR 101" virtually to 1,141 workforce development staff across Pennsylvania on March 24, 25, and 27. The presentation provided an overview of services available to individuals and employers.

Throughout the quarter, the Rapid Response Team undertook a range of activities to support Pennsylvania workers affected by layoffs and organizational closures. The PA CareerLink® Sunbury team hosted on-site registration sessions for Merck Danville employees on April 7–8, assisting 40 individuals in advance of scheduled Rapid Response Information sessions on April 16–17 and June 9–10. On April 18, MontcoWorks, PA CareerLink® Montgomery County, and L&I Rapid Response staff facilitated a readiness event for separated SPS Technologies employees, bringing together approximately 150 job seekers and 33 employers, with ongoing follow-up to connect candidates with job opportunities.

Additionally, on May 1, the Rapid Response Team conducted a virtual information session for 500 former Rite Aid employees, providing essential guidance on unemployment compensation, health care benefits, and navigating PA CareerLink® resources. These efforts exemplify the team's commitment to delivering timely, comprehensive support to impacted workers across the Commonwealth.

On April 28, Pennsylvania's Rapid Response Team (RRT) met with the New Jersey and Delaware Rapid Response teams to ensure Crozer employees residing in NJ and DE could access re-employment services, inviting their RR team members to participate in upcoming virtual and in-person Rapid Response Information Meetings (RRIM) and a Job/Resource Fair. Ten virtual and two in-person RRIMs were scheduled for Crozer employees, beginning April 30 through May 9, to help them learn about unemployment compensation and local re-employment resources, with the Job/Resource Fair set for May 13. In support of over 2,500 employees affected by the Crozer hospital system closure, the PA CareerLink® Delaware County, BWPO's Rapid Response team, the Delaware County Workforce Development Board, and additional workforce partners organized a job fair at Subaru Park that drew about 1,000 job seekers and over 200 employers and community partners, with two onsite Rapid Response Information Sessions supported by BWPO staff from eight workforce areas alongside partner staff from neighboring counties, demonstrating the effectiveness of collaborative workforce system partnerships.

On May 5, secretaries Walker, Redding and executive staff from their agencies met to explore opportunities for L&I and the Pennsylvania Food Policy Council to advance mutual goals. Parties discussed ways to make speedier, more effective referrals to state and local supportive services such as SNAP, food banks, education and training (e.g., agriculture pre-apprenticeship and registered apprenticeship), and business services to farmers through PA CareerLink® outreach.

On May 6, L&I workforce development leaders met with Department of Military and Veterans Affairs (DMVA) leaders at Ft. Indiantown Gap. Participants discussed the current federal funding landscapes, sharing strategies for overcoming common challenges. DMVA staff also provided a site tour of a building under renovation with space for PA CareerLink® employment services for veterans. L&I has completed a letter of understanding with DMVA to provide veteran staff coverage at the new DMVA Resource Center.

On May 14 and again on May 28, L&I workforce development staff met with DHS to explore opportunities for working more closely, providing more effective joint services and referrals, and understanding more about one another's funding mechanisms to create increased savings and efficiency.

On May 29, workforce development leaders participated in a National Association of State Workforce Agencies conversation with peer agencies from around the nation, discussing the potential effects and strategies for managing federally imposed work requirements for millions of Americans on Medicaid. Central to the conversation was the potential capacity of PA CareerLink® to connect individuals with training and employment opportunities to meet the proposed requirements.

Over the week of June 9, Business Services 101 was delivered to 921 workforce development professionals, providing an overview of programs and services available to employer customers, how to make referrals, and an introduction to the Business Services Guide being released through L&I. This guide includes contact information for programs and space for staff to keep track of local partners that provide services. A recorded version of Business Services 101 will soon be available along with Q&A from

the live sessions and recommendations from attendees on best practices for making a smooth referral for employer customers.

Dept. of Corrections (DOC) staff has been meeting with staff from 37 PA CareerLink® offices on what DOC offers in prisons to get inmates job-ready. Presentations cover DOC vocational trainings/certifications, inmate employment, and correctional industries jobs, overview of the reentry service offices, and other resources available to inmates and reentrants. The idea is that sharing this information will help staff better serve this population, as PA CareerLink® staff continue to build their presence behind the walls in state and county facilities, and in community corrections centers.

Center for Workforce Information & Analysis

The Center for Workforce Information & Analysis (CWIA) partnered with the Southern Alleghenies Workforce Development Board to host a Workforce Information Forum on April 9–10 in Altoona. The event showcased labor market information (LMI) tools and services to help workforce staff, economic developers, and educators utilize LMI data when serving customers. Approximately 75 attendees participated, including L&I workforce development leaders.

Quarterly Meeting Agency Update

August 2025

Agency: PA Office of Vocational Rehabilitation (OVR)

EMPLOYMENT OUTCOME STATISTICS

The following employment outcomes were achieved as of August 2025 for Vocational Rehabilitation Programs:

Program	Goal for the Program Year (PY 2024-25)	# of Successful Closures to Date (7/28/2025)	% of Goal Achieved for the PY 2024-25
BVRS	4,770	6,205	130%
BBVS VR Program	230	208	90%

PA OVR has been furthering our mission this summer through our signature summer programs: MY Work, The Commonwealth Summer Internship Program and the Summer Academies. We have also been focused on achieving our goals and meeting federal performance standards. OVR has been blessed by the First Family who hosted our Commonwealth Summer Interns at the Governor’s Residence in July. Governor Shapiro has also proposed an additional \$5M in state funds for PA OVR for SFY25 and we remain optimistic that those additional funds will be in the final version of the budget.

Nationally, it is a concerning time for the Vocational Rehabilitation (VR) Program. In FFY24 the national VR program was flat funded resulting in Pennsylvania losing out in \$12.8M in federal funds. For FFY25, the national VR program was expected to be flat funded again, however, we were unexpectedly given our COLA. For FFY26, the national VR program is expected to be funded at FFY24 levels which will result in a multi-million-dollar loss in federal funds. Compounding the issue, OVR continues to see high demand across our programs, in individuals seeking services, and the cost to provide services. PA OVR is working to address these anticipated funding reductions and is reprioritizing and reimagining how services are provided to be able to accommodate the reduction in federal funds while continuing to serve as many Pennsylvanians with disabilities as possible. Of additional significant concern is the threat to dissolve the Department of Education which is where PA OVR receives 78.7% of our funds. Until a federal budget is passed and until we learn more about the plans for the Department of Education, PA OVR is in a state of limbo on how to proceed with service implementation and future planning.

One of the ways OVR is managing rising costs and uncertain funding is the utilization of the Order of Selection (OOS). OVR reimplemented the OOS in April closing the the Significant Disability (SD) and Disabled (D) categories and established a waitlist for those categories to prioritize services to the Most Significant Disability (MSD) category. OVR will continue to monitor the fiscal outlook on an ongoing basis and will reserve the option to also close the MSD category if determined fiscally necessary. Since closing the OOS in April, we have been able to release several hundred cases in the SD categories for services to begin. OVR plans to continue to release cases from the SD category as funds are available.

AGENCY PARTNERSHIP EXPANSION

During the month of June, OVR held two Summer Academy Programs: The Summer Academy for students who are Blind and Visually Impaired and the Summer Academy for students who are Deaf and Hard of Hearing from across the state of Pennsylvania. The Summer Academy Program is designed to offer high school age students an opportunity to develop their knowledge, experiences, and awareness as it relates to their future academic and employment goals. The programs are held at Penn State University, University Park, and each program is ten days in length. Students reside in a dorm, dine at a campus dining hall, and attend classes throughout the day. They receive assessments, information, educational experiences in various curriculum areas geared specifically in areas of communication access, technology, social-emotional skills, transition planning, orientation and mobility, and daily living skills. An individualized report is provided to the students after the program that provides individualized assessments and training recommendations to allow for the successful transition from high school into post-secondary education and/or employment.

MY Work, created by OVR in 2016, gives high school students with disabilities the opportunity to gain paid work experience in their own communities. The program began in nine Allegheny County municipalities and has since expanded statewide. OVR covers all student wages at no cost to the municipalities and nonprofits. This summer, over 500 students with disabilities were placed at 100 worksites across 57 counties. Participants develop soft skills and receive interview preparation while working in areas like beautification, children's programming, and customer service. By partnering with municipalities and nonprofits, OVR builds local connections and raises awareness of its mission to support employment for people with disabilities reaching both urban and rural communities across Pennsylvania.

The Commonwealth Internship Program is a partnership between the Office of Administration (OA) and OVR that offers college students with disabilities valuable work experience in state government. OVR refers qualified students and supports both interns and host agencies throughout the process, while OA coordinates agency placements, training, and events. Students apply and interview for internships, and placements are based on their interests, skills, and agency needs to ensure a meaningful match. This summer, 10 students participated in the 10-week program, working in agencies such as DOH, OA, DGS, DCNR, DHS-OLTL, L&I, DEP, OA, L&I-OVR, and CWIA. Interns gained real-world experience through projects like organizing events at the Governor's Residence, developing surveys and micro-learning, supporting eLearning workshops, and helping agencies with data collection and process improvement. The program kicked off on June 6 with a welcome from Secretary Nancy Walker, Executive Deputy Secretary Bill Trusky, and OVR Executive Director Ryan Hyde, and concluded on August 15.

COMMONWEALTH TECHNICAL INSTITUTE at the HIRAM G. ANDREWS CENTER

Numerous special events have occurred on and off the CTI at HGAC campus this year. In March, students from CTI's Culinary Arts Associate in Specialized Technology program were invited to the Governor's Residence to work alongside the executive chef and culinary staff to prepare a luncheon buffet for First Lady Shapiro. With the generous support of Mrs. Shapiro, this unique opportunity is promised to become an annual event.

The 10th Autism Appreciation Walk was held on Tuesday, April 15, 2025, for 573 registered participants from 16 schools/agencies and all CTI at HGAC students. This year's theme was the Magical Mystery Tour. The event continues to grow and welcome new guests each year.

In July, another group of students represented CTI at HGAC on the Office of Vocational Rehabilitation's bocce team in the Governor's 3rd Annual Bocce Brunch. Sponsored by the Special Olympics of Pennsylvania, participants competed in a Unified Bocce Tournament, which is integrated with individuals with and without intellectual disabilities. With a 6-1 win in the championship match, the CTI students were successful in their first appearance at the event and helped to win the trophy for the OVR Team.

CTI at HGAC was awarded a 3-year reaccreditation from the Commission on Accreditation of Rehabilitation Facilities (CARF) following an on-site review of hundreds of quality assurance standards. The final report highlighted exceptional strengths, showing the commitment and excellence of the CTI at HGAC team, acknowledging industry-leading vocational evaluation services, a Silver Level Safety Committee, employee dedication to student success, positive student employment outcomes, and a high degree of student and family confidence in leadership and employees.

Upcoming this fall, CTI at HGAC will host its 20th Career and Transition Fair. Plan to attend during one of three days, October 22 – 24, 2025 for tours, an exhibit hall, interaction with students and faculty, and special anniversary features. Pre-register groups by contacting tmaser@pa.gov.

Quarterly Meeting Agency Update

August 6, 2025

Agency: PDE

Career Ready PA Coalition

Our most recent coalition meeting included best practice discussions featuring Postsecondary Career Ready PA Region 3 champion, Bradley W. Lashinsky, Teaching Professor of Business and Director for the North Central PA Launchbox, Penn State Dubois and the “Industry 4.0 Academy-Vocational Studies” program. At the academy, high school students learn about robotics/automation, additive manufacturing, and artificial intelligence/cybersecurity in a hands-on training environment. Students can also earn undergraduate credits and industry certification, build a career pathway and address a regional workforce need. We welcomed back Danie Bendesky (dbendesky@pa.gov), Special Assistant for Strategic Initiatives at the Bureau of Professional and Occupational Affairs (BPOA) who shared the diverse licensing role of the Pennsylvania Department of State, as well as information about the BPOA Jobs Fair being held at the PA Farm Show Complex on November 10, 2025. We appreciated Tyler Samstag’s presentation about Remake Learning Days (RLD) Youth and Parent Ambassadors, as well as a general update on RLD, the statewide learning festival held from May 1-23, 2025. Currently, 15 schools submitted over 100 artifacts to earn a banner in the Career Ready PA Backpack Challenge, and we still have a week to go! Also, Megan Clementi, State Assessment Coordinator for Mathematics at PDE shared her request for professionals in business, trades, social sciences, nursing, etc., to share their expertise with the mathematics students need to be successful in future careers and postsecondary education. If interested, please complete the short Mathematics Content Interest Group survey form: <https://forms.office.com/g/42UVb1zuB6>.

Libraries

In July, Office of Commonwealth Libraries Executive Assistant and two Library Development staff members resumed meetings with L&I to continue working towards cross training PA CareerLink staff to understand when referrals could be made. We are also engaging about cross-promotion of resources, like SkillUp PA and POWER Library. Where there are contracts that authorize statewide use of subscription resources, this sharing can reach more broad audiences. [POWER Library](#) contracts for anyone with a library card in Pennsylvania to access language learning service called Transparent Language which has sections for job interview language practice and workplace language skills in many languages.

Office of Child Development and Early Learning (OCDEL)

OCDEL has been selected to participate in the National ECE Workforce Center’s *Action Research Partnership*, a yearlong technical assistance initiative focused on advancing systems change within the early childhood education (ECE) workforce. This opportunity will support OCDEL in undertaking a comprehensive redesign of the state’s ECE Career Pathway. The vision for the revised pathway is to better reflect the value and complexity of the ECE profession by incorporating experience, prior learning, demonstrated competencies, and alternative education models into a more inclusive, stackable framework.

OCDEL seeks to develop a model that acknowledges the breadth of career roles within the ECE ecosystem, provides credit for prior and non-traditional learning, quantifies professional experience, and aligns with Pennsylvania’s Early Learning Standards through a competency-based approach. This work is grounded in the National ECE Workforce Center’s Systems Change Framework, focusing on clear and accessible career pathways, and positive working conditions.

Title II Adult Education

In the 2024-2025 program year, almost 22,000 adults completed intake at adult education and family literacy programs funded through PDE's Division of Adult Education with Workforce Innovation and Opportunity Act (WIOA) Title II and matching state funds. Over 16,000 adults reached the threshold necessary to be identified as a participant under WIOA reporting. Those adults attended over 1 million hours of class, an average of 70 hours per student. Just over 3,000 of the participants were opportunity youth.

The Division of Adult Education held a competition for a new three-year grant cycle of the state-funded Family Literacy Direct Service grants. Fourteen grantees were awarded a total of \$3.6 million for the first year of the grant cycle.

FY2025 funds under the *Adult Education and Family Literacy Act*, Title II, Workforce Innovation and Opportunity Act were part of the \$6 billion in federal education funding that was held for review by the Office of Management and Budget. The U. S. Department of Education informed PDE on July 25, 2025, that it intends to begin releasing the funds beginning the week of July 28, 2025.

Bureau of Career and Technical Education:

The Bureau of Career and Technical Education is responsible for supporting and providing technical assistance to 84 Career and Technology Centers, 229 total schools offering Career and Technical Education to 75,941 learners across 1,776 programs at the secondary level. In addition, the Bureau supports 82 locations offering 1,090 Post-Secondary and Adult programs serving 72,968 learners according to the most recent finalized student [enrollment fact sheet](#).

BCTE received the federal Grant Award Notice on July 1, 2025 for \$50,873,154

- As a reminder size, scope and quality are the critical program elements for defining eligible Perkins recipients¹:
 - Size: 3 programs across 3 clusters and at least 8 students in each
 - Scope: 240 hours or 50% occupational credit, alignment, work based learning, articulations
 - Quality: labor market demand
 - Allocations range from [18K to 5 million 99 secondary school recipients and 120K to 2 million to the 22 postsecondary school recipients](#)

BCTE is collaborating with the Agriculture Education Commission on a unique program to support agriculture students gaining their drones pilot license along with learning how to leverage multispectral drones in their future agricultural careers. BCTE is working with 8 – 10 school sites in 2025 – 2026.

BCTE has held its first four Community of Practice meetings with [55 organizations that received PAsmart Grant Funding in 2025 totaling 10.35 million dollars](#). The recipients are spread across 29 counties.

BCTE is working with the CTE Center for Excellence at PSU Allegheny to update the alignment for all the NOCTI end of program exams. We have completed recruitment of industry partners, educators, and community leaders to begin work on 12 of the 31 programs under review. Active recruitment for the

¹ [Perkins V State Plan](#) and Perkins V Local [Application Guidelines 2025 - 2026](#)



remaining programs continues until all programs and their end of program assessment are updated and aligned.

BCTE provided 44 [Approved Program and Technical Assistance Evaluations \(APTE\)](#) reviews programs bringing the total in 2024-2025 to 251.

Career and Technical Education Secondary School [program approval applications](#) for 2025-2026 indicated an additional 47 programs with 12 Local Education Agencies (LEAs) interested in the Educator CIP 13.010. Other popular approved programs are Health Med Assistant (61), Welding (78), Automotive (97), Carpentry (65), Institutional Food Worker (104), Cosmo (78), HVAC (50), Line worker (1)

BCTE is responsible for monitoring and providing technical assistance to the 1011 approved [Nurse Aide Training Program](#) (NATCEP) programs with 176 of those programs in active status. BCTE in the three-month period from April to June processed 174 FBI requests for individuals enrolling in NATCEP programs, and a total of 4 new programs were approved.

BCTE is working with internal and external constituents to finalize its recommendations for the implementation of the new [National Career Clusters Framework](#).

BCTE added 100 new industry [credentials to the approved list for 2025 -2026](#). The credentials were informed by Career and Technical Education program's occupational advisory council. The schools then submitted applications to BCTE for review based on the local recommendations.

Quarterly Meeting Agency Update

August 6, 2025

Agency: Department of Human Services (DHS)

Office of Child Development and Early Learning (OCDEL)

Action Research Partnership

OCDEL has been selected to participate in the National Early Childhood Education (ECE) Workforce Center's *Action Research Partnership*, a yearlong technical assistance initiative focused on advancing systems change within the ECE workforce. This opportunity will support OCDEL in undertaking a comprehensive redesign of the state's ECE Career Pathway. The vision for the revised pathway is to better reflect the value and complexity of the ECE profession by incorporating experience, prior learning, demonstrated competencies, and alternative education models into a more inclusive, stackable framework.

OCDEL seeks to develop a model that acknowledges the breadth of career roles within the ECE ecosystem, provides credit for prior and non-traditional learning, quantifies professional experience, and aligns with Pennsylvania's Early Learning Standards through a competency-based approach. This work is grounded in the National ECE Workforce Center's Systems Change Framework, focusing on clear and accessible career pathways, and positive working conditions.

Professional Development Organizations

The new five-year grant cycle for the Professional Development Organizations (PDOs) began July 1, 2025. Three PDOs have been selected to support six regions across the Commonwealth.

- Philadelphia Region and Southeast Region – Public Health Management Corporation (PHMC)
- Central Region, Northeast Region, and Southwest Region – Shippensburg University
- Northwest Region – Northwest Institute of Research (NWIR)

Office of Income Maintenance (OIM)

Supplemental Nutrition Assistance Program (SNAP) for Able Bodied Adults Without Dependents (ABAWDs)

DHS' current ABAWD Waiver (9/1/2024 – 8/31/2025) will end as of September 1, 2025. This means that approximately 230,000 Pennsylvanians statewide will now need to comply with work requirements to continue to receive their SNAP benefits. An ABAWD may meet their requirement either through work, or participating in certain approved community engagement, education or training activities for 80 hours/month. DHS will be issuing additional guidance to community partners, including workforce partners, on ways they may help ABAWDs report their work requirement.

Also, starting October 1, 2025, the Federal Reconciliation Bill has made changes the age ABAWD age range from 18 – 54 to now 18 – 64, modifies the exemption for parents/caretakers living with children in the household from under 18 to under 14, and *removed* federal exemptions previously enacted through the Fiscal Responsibility Act (FRA) for veterans, former foster youth, and homeless individuals. A new federal exemption was created for Native Americans belonging to a federally recognized tribe.

Office of Long-Term Living (OLTL)

Direct Care Worker Online Portal

OLTL has been working with the Community HealthChoices Managed Care Organizations (CHC-MCOs) on the creation of a direct care worker (DCW) online portal for participants in the self-directed model of care to be able to search for available DCWs in their area. The website will be launching before the end of the year.

Quarterly Meeting Agency Update

August 6, 2025

Agency: Department of Community and Economic Development (DCED)

DCED Workforce Development Programming

- **Workforce & Economic Development Network of Pennsylvania (WEDnet):** Second quarter training figures:
 - 11,015 employees trained between April 1, 2025-June 30, 2025
 - 431 unique FEINs trained between April 1, 2025-June 30, 2025
 - \$5,063,493.20 invoices paid between April 1, 2025-June 30, 2025
- **Manufacturing Training to Career:** During the 24-25 fiscal year, the Training to Career grant awarded 32 grants, expending all the FY24-25 funds. Of the 32 awards, 19 projects are short-term training focused and 13 are awareness focused.
 - **Awareness** – Projects supporting the advancement of the manufacturing industry through the engagement of youth or those with barriers to employment in awareness building activities related to career opportunities in manufacturing.
 - **Training** – Projects resulting in short-term work-readiness training that leads to entry-level job placement for individuals with barriers to employment. These projects work collaboratively with local manufacturers to identify and teach missing essential skills for entry level applicants for existing or near future open positions.
- **Foundations in Industry Training (FIT) Grant Program:** During FY24-25, the FIT program awarded 17 grants and expended all the funds. Industries supported by the program include manufacturing, HVAC, electrical, behavior health, and nursing.

Interagency Collaborations:

- **Empowerment Collaborative:** The Empowerment Collaborative is on hold for the summer, and will reconvene in the fall once the school year is back in session.
- **Manufacturing Competitiveness Collaborative (formerly known as Pennsylvania Manufacturing Advisory Council):** The Collaborative hosted their quarterly collaborative meeting on June 11th. This session built on the previous conversations around AI in manufacturing, including learning and discussion about AI critical infrastructure with a deep dive on data centers. After the discussion, there was an opportunity to tour the Lycoming Engines facility, as well as a tour of Penn College of Technology's manufacturing labs.
- **Industry Partnerships (IPs):** DCED continues to partner with L&I on IPs through participation on monthly Community of Practice calls with the IPs across the commonwealth and monthly partnership calls. DCED is also assisting with the planning and preparation of the 2025 IP Summit, being held on September 23rd.
- **State Board Committees:** DCED is a member of the following Board committee groups:
 - **Industry Partnership and Employer Engagement Committee**
 - **Manufacturing Industry Sub-Committee**

Quarterly Meeting Agency Update

August 6th, 2025

Agency: PA Department of Agriculture

Agriculture Apprenticeships and Pre-Apprenticeships

- There are 8 registered ag related apprenticeship programs and 3 ag related pre-apprenticeship programs.

PA Commission for Agricultural Education Excellence

- The commission is focusing on 3 areas of agricultural education and formalizing a definition of Agriculture Education

Farm Show Career Expo

- The Department is planning a Farm Show Career Expo for youth at the 2026 Farm Show.

Employer Engagement

- The Department continues to engage ag employers across the state to better understand their workforce needs.

Urban Ag Week

- The Department celebrated Urban Agriculture Week in July. The Department partnered with urban farms and gardens, community leaders, and stakeholders to host tours and events across the state that highlighted investment, community projects and leadership, and stories in urban agriculture.

Quarterly Meeting Agency Update

August 6, 2025

Agency: Aging

The Department of Aging and the Senior Community Service Program (SCSEP) has just finished the fourth quarter of the 2024 program year. Currently we are at 102% capacity, having 451 active participants out of 439 total slots. We also had 9 participants leave SCSEP this quarter for employment, 6 verify they were still employed after two quarters after exit, and 0 verify employment four quarters after exit.

The grant process for the SCSEP 2025 program year has been delayed. In previous years, the funding announcement for the SCSEP grant was released by US Department of Labor in May or early June for the upcoming program year that starts on July 1. This year the funding announcement for state grantee funding was not released till July 1, 2025. This prompted all SCSEP grantees to place SCSEP participants on leave affective July 1, 2025. On July 1st, the funding announcement for state SCSEP grants was released and Pennsylvania was budgeted \$4,167,385 for the 2025 program year. This announcement only releases about 20% of the total SCSEP funds for Pennsylvania. 80% of the total SCSEP funding, which is awarded to national grantees like AARP, National Council on Aging, and Associates for Training and Development, has not been released by US DOL as of this meeting. All PA Depart of Aging SCSEP subgrantees have been instructed to recall SCSEP participants back to their training assignments, but the national SCSEP grantees have not recalled participants.

The Depart of Aging will be administering the Pennsylvania SCSEP grant, through 6 local Area Agency on Aging and the AARP Foundation. PDA looks forward to another productive program year partnering with nonprofits to facility employment training in the 55 and older community.

SCSEP is the only employment and training program specifically servicing adults 55 years old and older. To find out more about this program, or to find out which organizations operate a SCSEP program in your workforce development are please contact David Miles at davimiles@pa.gov or 717-783-0178.

Quarterly Meeting Agency Update

August 6, 2025

Agency: Corrections

Partnerships with Other Agencies

At the beginning of July 2023, Philadelphia Works and PA CareerLink initiated services at five Philadelphia area Community Correctional Centers (CCCs), benefiting reentrants by providing essential services and overcoming transportation challenges. The services include a welcome workshop, PA CareerLink registrations, Workforce Innovation and Opportunity Act (WIOA) services, and workshops in the various Bureau of Community Corrections (BCC) centers. Since its inception, **540** reentrants have participated and were served by PA CareerLink staff. In January 2024, the PA CareerLink visits to the centers doubled due to interest and demand.

July 2024 – June 2025 Overall Analysis

Location	Total Customers served July 2024- June 2025	Customers who attended PA CareerLink® Orientation	Customers who Completed the Questionnaire	Customers who Enrolled in Labor Exchange	Customers Enrolled in WIOA	Customers Referred to Training	Customers placed in employment
CCC* /Gaudenzia	10	2	3	0	0	0	0
Gaudenzia DRC	28	15	6	7	0	0	0
Kintock-Erie	35	12	11	1	0	0	0
Mobile Unit	50	21	12	8	0	0	0
Self-Help, Inc.	45	20	9	7	0	0	0
Total	168	70	41	23	0	0	0

Location	Total Customers Engaged July 2023 – June 2024	Customers who attended PA CareerLink® Orientation	Customers who Completed the Questionnaire	Customers who Enrolled in Labor Exchange	Customers Enrolled in WIOA	Customers Referred to Training	Customers placed in employment
CCC* /Gaudenzia	74	52	22	19	1	0	0
Gaudenzia DRC	54	27	24	25	0	0	0
Kintock-Erie	165	89	61	67	7	0	5
Mobile Unit	15	14	7	2	0	0	0
Self-Help, Inc.	64	35	19	23	1	0	0
Total	372	217	133	136	9	0	5

*CCC – Community Corrections Center

The Workforce Development Specialist continued discussions with Partner for Work (P4W) and PA CareerLink in Pittsburgh to replicate what Philadelphia Works is doing inside the Centers noted above. Staff from P4W and PA CareerLink in Pittsburgh toured the facilities to meet staff and find out the workforce development needs at each. P4W and PA CareerLink staff submitted a proposal for each facility. The next step is to finalize clearances/background checks. Once those are completed, the services will begin.

Preliminary discussions have started with South Central Pennsylvania Workforce Development Board (SCPa Works) to duplicate the CareerLink services in Centers within their covered areas. At this time, there are four (4) Centers that would be included. Three (3) in Harrisburg and one (1) in York.

The Workforce Development Specialist sat on a panel for the PA Association of People Supporting Employment First (APSE) event on May 12, 2025.

The Workforce Development Specialist Sat on panel for Trade Scouts webinar on "Building Second Chances".

The Workforce Development Specialist, in partnership with the local PA CareerLink, held employer roundtables in Mercer and Lawrence Counties. The Mercer event was May 22, 2025 and Lawrence was May 23, 2025. The event showcased untapped populations (state/county reentrants, OVR, and veterans).

As part of Executive Order 2024-01 (HIRE), the Workforce Development Specialist continues to meet with OA and PennDOT staff on how to ensure reentrants are provided an opportunity to obtain employment within the Commonwealth. A pilot with PennDOT started on May 1, 2025, for reentrants to apply for 12 job titles throughout the Commonwealth. The pilot will track the number of interested reentrants, who applied, who was interviewed, and note who was hired. The goal is that if this pilot is successful, other Commonwealth agencies will follow suit. As of July 28, 2025, 50 out of 67 counties (75%) have had job openings. As of this date, three (3) applicants have received conditional job offers and are pending background checks.

Job Classification	Postings Shared	Reentrant Inquiries	Applied	Interview Scheduled	Conditional Job Offer	Hired	Rejected
TEO (A)	100	14	10	3	1	0	0
TEO Trainee	25	8	6	3	1	0	0
Auto Mechanic	6	1	1	0	0	0	0
Diesel Mechanic	41	4	3	2	0	0	0
Diesel Mechanic Trainee	13	0	0	0	0	0	0
Welder	8	0	0	0	0	0	0
Custodial Worker	3	0	0	0	0	0	0
Semi-Skilled Laborer	7	1	1	0	0	0	0
Mason	0	0	0	0	0	0	0
Seasonal (Summer)	1	43	27	5	1	0	0
Seasonal (Winter)	4	16	10	0	0	0	0
Summer Tunnel Maint.	1	4	1	0	0	0	0
	209	91	59	13	3	0	0

In May 2025, a survey was conducted with 57 unemployed reentrants in Erie County. The purpose was to find out why they are currently not working and the barriers are to employment in Erie County. The majority of those surveyed have been out of work for more than 6 months. The most common barriers noted were criminal record restrictions and transportation.

The Workforce Development Specialist, in partnership with the local PA CareerLink, held an employer roundtable in Lycoming County on July 16, 2025. The event showcased untapped populations (state/county reentrants, OVR, and veterans).

In June 2025, a survey was conducted with 107 unemployed reentrants in Philadelphia at the Kintock Erie Center. The purpose was to find out why they are currently not working and the barriers to employment in that area. The majority of those surveyed have been out of work for more than 6 months. The most common barriers noted were criminal record restrictions and transportation.

Along with the Cross State Foundation (Credit Union Association), the DOC is planning a reality fair on August 22, 2025 in Pittsburgh. It will provide the reentrants in the Community Correctional Centers in Pittsburgh an opportunity to learn budgeting and living within their monthly salary, covering housing, utilities, transportation, clothing, and food.

In the RSOs, inmates continue to register for PA CareerLink pre-release.

The Workforce Development Specialist continues to assist employers in filling their workforce needs throughout the quarter, and Corrections/Parole remains actively involved in various Labor & Industry committees on Employment and Reentry.

Reentry Services

Annually, each SCI coordinates and hosts a reentry job fair for inmates, inviting community partners, including employers, community service providers, BCC contractors, and other agency representatives, to provide information and presentations. The Network for Success Fairs for 2025 are currently being planned. If you or anyone else is interested in attending, please email Dorenda Hamarlund at dhamarlund@pa.gov.

The DOC and the Bureau of Workforce Partnership & Operations (BWPO) staff are collaborating to hold Reentry Employment Specialist trainings for various staff in the coming months in Pittsburgh and Philadelphia.

SCI staff are collaborating with local PA CareerLink offices to invite staff to come into the Reentry Service Offices and provide workshops to the inmates on the services available post-release.

Reentry Identification Efforts (1-pager available)

The Pennsylvania Department of Corrections (PADOC) is committed to ensuring that individuals leaving incarceration possess essential identification documents, including Social Security cards, birth certificates, and Pennsylvania State IDs or driver's licenses. To meet this goal, the Office of Reentry partners with the Social Security Administration (SSA), the Pennsylvania Department of Transportation (PennDOT), and various state vital records offices.

In 2024, roughly 72% of individuals released had a Pennsylvania State ID or driver's license. Common reasons for not having one at release include:

- Individual refusal to participate (often individuals report having their ID at home)
- Delays from PennDOT in returning documentation, and
- Challenges in verifying identity

In November 2024, an informational video was released for the inmate channel sharing the importance of obtaining reentry documents pre-release and how to do so at each SCI.

Current Staffing/Vocational Challenge

There is a tremendous need for barber teachers in our state. The DOC has had to convert seven of our barber schools to cosmetology schools during the past six years simply because we cannot find applicants with a barber teacher's license. The PA legislature did amend the law last year which allows licensed barbers and barber managers the opportunity to attain a license at a cosmetology school. Unfortunately, we are seeing this cause a challenge with employment for reentrants. Those that are obtaining cosmetology licenses, specifically males, are only able to perform male haircuts in the SCIs. Their lack of real-life practice is preventing them from getting employment in salons.

2023 Population		
Total Population	12,986,518	100.0%
Female	6,585,606	50.7%
Male	6,400,912	49.3%

Population by Race		
White	9,844,085	75.8%
Black	1,393,616	10.7%
Other	1,748,817	13.5%
Hispanic Ethnicity (All Races)	1,087,732	8.4%

Population by Age		
Ages 0 to 17	2,673,811	20.6%
Ages 18 to 24	1,159,561	8.9%
Ages 25 to 34	1,693,031	13.0%
Ages 35 to 44	1,602,618	12.3%
Ages 45 to 54	1,577,924	12.2%
Ages 55 to 64	1,803,332	13.9%
Ages 65 to 74	1,449,939	11.2%
Ages 75 and Older	1,026,302	7.9%
Median Age	40.9	

Educational Attainment, Ages 18 and Older		
High School Diploma or Less	4,332,583	42.0%
Some College or Associate Degree	2,664,593	25.8%
Bachelor's Degree	2,028,254	19.7%
Graduate or Professional Degree	1,287,277	12.5%

Source: U.S. Census ACS 2019-2023 - DP05, B01001, and B15001

Help Wanted OnLine Job Postings			
June 2025	June 2024	Volume Change	Percent Change
257,101	200,138	56,963	28.5%

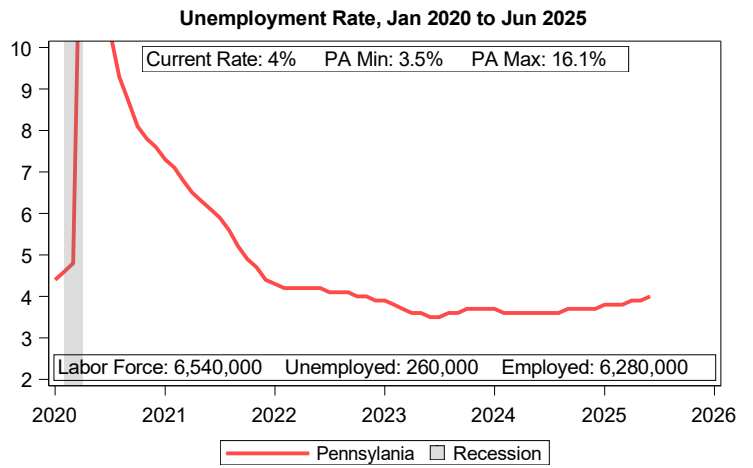
Source: The Conference Board - LightCast - Help Wanted OnLine™

Veterans			Non-Veterans	
Total	Unemployment Rate	Median Income	Unemployment Rate	Median Income
656,112	3.9%	\$48,257	5.3%	\$39,875

Source: U.S. Census ACS 2019-2023 (Table: S2101)

Resident Income				
Per Capita	Total Income	Earnings	Dividends-Interest-Rent	Transfer Payments
\$68,945	\$893,649,165	\$538,362,363	\$167,613,070	\$187,673,732

Note: Income (excluding Per Capita) is displayed in thousands.
Source: Bureau of Economic Analysis (BEA) - 2023



Top 25 Employers by Employment in Q4 of 2024

- Federal Government
- State Government
- Wal-Mart Associates Inc
- Trustees of the University of PA
- Amazon.com Services LLC
- City of Philadelphia
- Giant Food Stores LLC
- United Parcel Service Inc
- Pennsylvania State University
- School District of Philadelphia
- UPMC Presbyterian Shadyside
- The Children's Hospital of Philadelphia
- University of Pittsburgh
- Target Corporation
- Federal Express Corp
- PNC Bank NA
- Saint Luke's Hospital
- Giant Eagle Inc
- Weis Markets Inc
- Lowe's Home Centers LLC
- Home Depot USA Inc
- Lehigh Valley Hospital Center
- Merck Sharp & Dohme Corporation
- The Vanguard Group Inc
- Universal Protection Service LLC

Source: Quarterly Census of Employment and Wages

Unemployment Compensation (UC) by Pre-UC Industry	Jul 2024 to Jun 2025		Jun 2025 Initial (IC) and Continued (CC) UC Claims			
	Exhaustees	Percent	IC Total	IC Percent	CC Total	CC Percent
Natural Resources and Mining	760	0.9%	378	0.6%	3,619	0.7%
Construction	7,720	9.5%	4,166	6.4%	35,375	7.2%
Manufacturing	9,600	11.8%	6,070	9.3%	53,326	10.9%
Trade, Transportation, and Utilities	15,880	19.6%	21,551	33.2%	121,004	24.7%
Information	1,750	2.2%	534	0.8%	7,509	1.5%
Financial Activities	4,630	5.7%	1,455	2.2%	20,811	4.2%
Professional and Business Services	16,160	19.9%	9,258	14.2%	82,684	16.9%
Education and Health Service	13,790	17.0%	10,477	16.1%	88,808	18.1%
Leisure and Hospitality	6,430	7.9%	7,926	12.2%	53,855	11.0%
Other Services	2,370	2.9%	996	1.5%	11,282	2.3%
Public Administration	1,620	2.0%	443	0.7%	4,300	0.9%
Unclassified Industry	440	0.5%	0	0.0%	0	0.0%
Total	81,150	100%	64,999	100%	490,053	100%

Notes: Percentages less than 0.5% will be displayed as 0.0%. Percentages may not sum to 100% due to rounding. Claims data are not comparable to claims data released in any other report.

Source: Pennsylvania Unemployment Compensation System

Quarterly Census of Employment and Wages, 2024 Annual Averages					
NAICS	NAICS Description	Establishments	Employment	Employment %	Average Wage
	Total, All Industries	390,163	6,019,899	100.0%	\$71,731
11	Agriculture, Forestry, Fishing and Hunting	2,619	28,040	0.5%	\$45,424
21	Mining, Quarrying, and Oil & Gas	1,105	20,878	0.3%	\$105,592
22	Utilities	1,420	34,280	0.6%	\$117,902
23	Construction	30,947	269,518	4.5%	\$81,503
31-33	Manufacturing	14,626	563,835	9.4%	\$77,221
42	Wholesale Trade	23,267	217,213	3.6%	\$103,437
44-45	Retail Trade	40,027	595,108	9.9%	\$37,567
48-49	Transportation and Warehousing	13,121	348,484	5.8%	\$61,472
51	Information	9,486	94,399	1.6%	\$127,606
52	Finance and Insurance	20,640	273,364	4.5%	\$125,015
53	Real Estate and Rental and Leasing	12,639	67,754	1.1%	\$75,745
54	Professional and Technical Services	54,167	397,009	6.6%	\$122,832
55	Management of Companies and Enterprises	7,319	147,399	2.4%	\$161,284
56	Administrative and Waste Services	20,510	299,370	5.0%	\$51,367
61	Educational Services	10,254	492,539	8.2%	\$69,253
62	Health Care and Social Assistance	52,614	1,154,449	19.2%	\$64,838
71	Arts, Entertainment, and Recreation	6,086	106,255	1.8%	\$44,451
72	Accommodation and Food Services	28,773	464,944	7.7%	\$25,522
81	Other Services (Except Public Administration)	35,444	207,755	3.5%	\$45,443
92	Public Administration	5,100	237,307	3.9%	\$77,030

Company Ownership				
Total, All Ownership	390,163	6,019,899	100.0%	\$71,731
Private Ownership	377,041	5,346,055	88.8%	\$71,761
Federal Ownership	2,698	103,709	1.7%	\$93,356
State Ownership	1,521	127,748	2.1%	\$75,454
Local Ownership	8,904	442,387	7.3%	\$65,221

Occupational Employment (2022) and Wages (2024)					
SOC Code	Major Occupational Group	Employment	Entry Wage	Average Wage	Experienced Wage
	Total, All Occupations	6,311,420	\$30,780	\$63,690	\$79,900
11-0000	Management	406,080	\$64,230	\$131,730	\$164,980
13-0000	Business & Financial Operations	362,880	\$49,780	\$86,650	\$104,800
15-0000	Computer & Mathematical	179,640	\$56,410	\$100,280	\$121,880
17-0000	Architecture & Engineering	98,300	\$59,380	\$94,890	\$112,390
19-0000	Life, Physical & Social Science	65,970	\$50,040	\$85,750	\$103,330
21-0000	Community & Social Services	137,600	\$39,030	\$57,940	\$67,260
23-0000	Legal	48,970	\$49,940	\$116,900	\$149,880
25-0000	Education, Training & Library	328,020	\$33,960	\$67,240	\$83,630
27-0000	Arts, Design, Entertainment, Sports & Media	89,620	\$33,610	\$65,180	\$80,740
29-0000	Healthcare Practitioners & Technical	415,140	\$48,760	\$97,430	\$121,400
31-0000	Healthcare Support	340,210	\$26,910	\$35,900	\$40,330
33-0000	Protective Service	125,910	\$32,510	\$58,460	\$71,240
35-0000	Food Preparation & Serving Related	471,490	\$22,160	\$33,140	\$38,550
37-0000	Building & Grounds Cleaning & Maintenance	202,710	\$28,100	\$38,190	\$43,160
39-0000	Personal Care & Service	184,610	\$22,620	\$36,000	\$42,590
41-0000	Sales & Related	534,980	\$25,890	\$50,110	\$62,040
43-0000	Office & Administrative Support	815,400	\$32,920	\$48,410	\$56,030
45-0000	Farming, Fishing & Forestry	47,090	\$29,230	\$42,730	\$49,370
47-0000	Construction & Extraction	251,960	\$42,180	\$64,370	\$75,300
49-0000	Installation, Maintenance & Repair	246,050	\$39,410	\$60,180	\$70,410
51-0000	Production	373,880	\$34,480	\$50,090	\$57,780
53-0000	Transportation & Material Moving	584,940	\$30,700	\$46,820	\$54,760

Note: 'ND' represents Non-Disclosable information.

WIOA Title I and Title III Workforce Performance Outcome Progress Program Year 2024 (Through 4th Quarter) Statewide

The Workforce Innovation and Opportunity Act assesses statewide performance at the end of the program year using a three-tier method for all core programs:

- The Overall Program Score for all programs must be at or above 90 percent. These represent the margin by which the state is currently achieving the adjusted negotiated goals for all outcome metrics within a given program.
- The Overall Indicator Score for all indicators must be at or above 90 percent. These represent the margin by which the state is currently achieving adjusted negotiated goals for each performance outcome metric across all core WIOA programs.
- The Individual Indicator Score for all performance outcome metrics must be at or above 50 percent of the adjusted negotiated level of performance.

The information below evaluates Pennsylvania’s current scores, rather than raw performance, and is based on Program Year 2024 Fourth Quarter performance results compared to our unadjusted negotiated level of performance for the Title I and Title III programs only. Adjusted negotiated levels will be available in January 2026.

Overall Program Scores

Not Meeting	Meeting	Exceeding
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Overall Indicator Scores

103.5%	109.5%	108.8%	101.1%
Title I Adult	Title I Dislocated Worker	Title I Youth	Title III Wagner-Peyser

101.4%	100.8%	105.0%	102.4%	125.4%
Employed 2 nd Quarter	Employed 4 th Quarter	Median Earnings	Credential Attainment	Measurable Skill Gain

Individual Indicator Scores

(actual performance/negotiated level)

	Employed 2 nd Quarter	Employed 4 th Quarter	Median Earnings 2 nd Quarter	Credential Attainment	Measurable Skill Gain
Title I Adult	99.0% <small>(76.2% / 77.0%)</small>	97.6% <small>(73.2% / 75.0%)</small>	102.6% <small>(\$8210/ \$8000)</small>	97.5% <small>(69.2% / 71.0%)</small>	120.9% <small>(77.4% / 64.0%)</small>
Title I Dislocated Worker	103.0% <small>(82.9% / 80.5%)</small>	100.4% <small>(80.8% / 80.5%)</small>	106.5% <small>(\$10648 / \$10000)</small>	104.2% <small>(77.1% / 74.0%)</small>	133.6% <small>(78.8% / 59.0%)</small>
Title I Youth	103.1% <small>(72.2% / 70.0%)</small>	104.6% <small>(71.1% / 68.0%)</small>	109.1% <small>(\$4581/ \$4200)</small>	105.5% <small>(69.6% / 66.0%)</small>	121.7% <small>(76.7% / 63.0%)</small>
Title III Wagner-Peyser	100.6% <small>(65.4% / 65.0%)</small>	100.7% <small>(67.5% / 67.0%)</small>	101.9% <small>(\$7645 / \$7500)</small>		

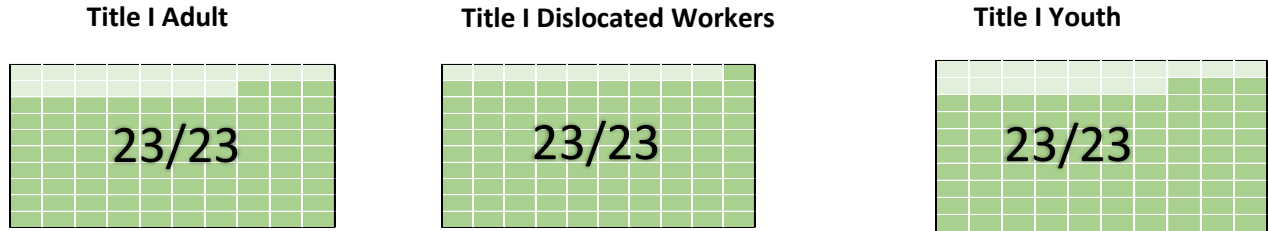
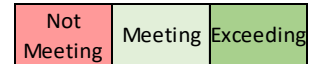
WIOA Title I and Title III Workforce Performance Outcome Progress Through 4th Quarter Program Year 2024 Local Workforce Development Areas

WIOA allows for the creation of local workforce development areas to oversee the provision of Title I workforce programs within their region. Twenty-three such areas have been designated in Pennsylvania and are overseen by twenty-two local workforce development boards – the Three Rivers Workforce Development Board (Partner4Work) directs Title I program activities within the City of Pittsburgh and the Balance of Allegheny County local workforce development areas.

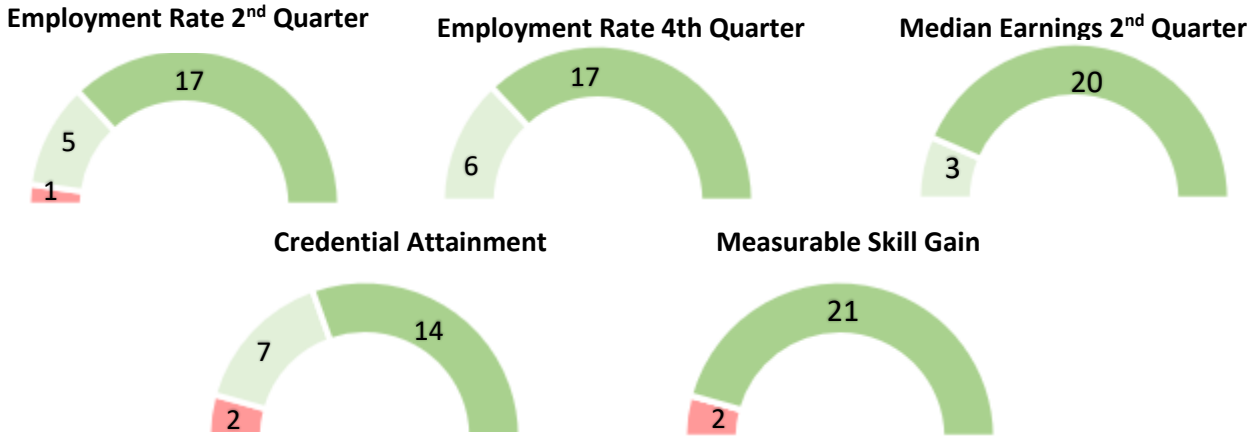
Local performance is evaluated only on outcomes for the Title I programs. States, under authority from WIOA, establish their own methods by which to assess performance outcomes of each local workforce development area. The Department of Labor & Industry has chosen to mirror the WIOA methodology, which is described in the WIOA performance reporting workforce system policy released in August 2020.

Graphics below indicate the number of local areas currently exceeding, meeting, or not meeting unadjusted negotiated levels of performance. Adjusted negotiated levels will be available in January 2026.

Overall Program Scores



Overall Indicator Scores



Individual Indicator Scores

	Title I Adult	Title I Dislocated Workers	Title I Youth
Employment Rate 2nd Quarter	0 9 14	0 4 19	0 7 16
Employment Rate 4th Quarter	0 11 12	0 7 16	0 7 16
Median Earnings 2nd Quarter	0 4 19	0 5 18	0 3 20
Credential Attainment	0 9 14	0 10 13	0 9 14
Measurable Skill Gain	0 3 20	0 2 21	1 4 18

WIOA Title I and Title III Workforce Performance Outcome Progress Through 4th Quarter Program Year 2024

Definitions

Performance Measures

Employment Rate (2nd Quarter) - % of program participants in unsubsidized employment in the 2nd quarter after exit

Note: Outcomes for the Youth program also include those who were in education or training during the 2nd quarter after exit.

Employment Rate (4th Quarter) - % of program participants in unsubsidized employment in the 4th quarter after exit

Note: Outcomes for the Youth program also include those who were in education or training during the 4th quarter after exit.

Median Earnings - Median earnings of program participants who have unsubsidized employment during the 2nd quarter after exit

Credential Attainment - % of program participants who during participation or within one year from exit: 1) attain a high school diploma/equivalent along with employment or enrollment in postsecondary training or 2) attained a postsecondary credential

Measurable Skill Gain - % of program participants in an education or training program who achieve milestone skill gains including but not limited to an increase in basic skills or completion of an OJT within the program year

Reporting Cohorts

Performance for the first five measures is determined at a point in time after exit – either 2nd quarter or 4th quarter. Therefore, performance results for these measures are based on participants who completed services at some point in the past. The exception to this is the last performance measure, measurable skill gain, which is evaluated while a participant is actively receiving program services. The chart below provides the timeframes of participants, or participant cohorts, that were measured for the provided results.

Performance Measure	Reporting Cohort
Employment Rate 2 nd Quarter	July 1, 2023 through June 30, 2024
Employment Rate 4 th Quarter	January 1, 2023 through December 31, 2023
Median Earnings 2 nd Quarter	July 1, 2023 through June 30, 2024
Credential Attainment	January 1, 2023 through December 31, 2023
Measurable Skill Gain	July 1, 2024 through June 30, 2025

Footnotes

Performance results based on partial year results can fluctuate dramatically due to the cyclical nature of both program enrollments and availability of outcome documentation. This is especially relevant to the Youth program, where some local areas may enroll participants in cohorts at specific times of the year rather than individually throughout the year. The credential attainment and measurable skill gain outcomes see increases that align to the natural breaks in educational cycles.

Digital Intake Summary Report

Visit Dates: 01/01/2025 - 06/30/2025 **LWDA:** ALL **COUNTY:** ALL **OFFICE:** ALL

Customer Count	Reasons for Visit						
	I have an Appointment	I don't have an appointment	Attending an event, workshop, or information session to connect to employment	Interested in getting training to advance my career	Need supportive services	Requesting to use a computer or fax machine for job search purposes	Other
Total Count	7710	12355	3093	1063	1534	3222	1683

Customer Count	Situational Barriers to Employment									
	Childcare	Adequate Food	Stable Housing	Go Back to School	Improve Computer Skills	Improve Technical Skills	Improve Language Skills (ESL/Literacy)	Birth Certificate	Photo ID	Social Security Card
Total Count	1766	1627	3182	4932	4058	3379	1330	2894	4363	3849

Customer Count	Situational Barriers to Employment									
	Job Application Assistance	Update Resume/ Cover Letter	Business Clothes /Attire	Workplace Tools /Supplies	Improve Interviewing Skills	Incarceration Re-Entry Support Programs	Access to Transportation	Obtain a PA Driver's License	Other	None of the Above
Total Count	7181	6712	2394	2364	4260	935	3720	2449	693	9580

Customer Count	WIOA Barriers to Employment						
	EARN	Ex-offender	Participant 55 and older	Participant between 22 and 55	Participant younger than 22	Veteran	Unemployment Compensation Resources
Total Count	529	935	7384	17267	2374	1737	5468

Customer Count	Race					
	Native American/Alaskan Native	Asian	Black or African American	Native Hawaiian / Other Pacific Islander	White	Prefer not to say
Total Count	547	467	8114	166	14566	3987

Customer Count	Biological Sex		
	Male	Female	Prefer not to say
Total Count	15363	11427	92

Total Count of Submitted Forms	33296
Total Count of Returning Customer Flow Completions	55928
Total Customers Served	84757
Total Unique Returning Customer Count	15729



Josh Shapiro
Governor

Terry Wiltout
Chair