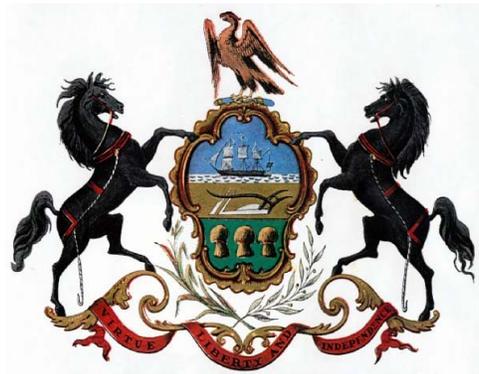


ANNUAL REPORT
TO THE SECRETARY
PROGRAM YEAR 2008



Commonwealth of Pennsylvania
Submitted: October 23, 2009

Pennsylvania Department of Labor & Industry

Annual Report to the Secretary for PY 2008

Table of Contents

- **Narrative**
- **Required Tables B through H.1.A. and L through O**
- **Appendix**

NARRATIVE

Pennsylvania's Governor Edward G. Rendell's Job Ready PA Initiative has been key to ensuring that Pennsylvania businesses have access to a skilled labor force, and residents have access to the education and training they need to succeed in careers that provide family-sustaining wages.

.Job Ready PA is more than a series of initiatives. It is a restructuring of Pennsylvania's workforce development system that addresses four goals crucial to competing in the global marketplace:

- Strengthen Pennsylvania's industries and create industry-led training strategies.
- Increase opportunities for Pennsylvania residents.
- Prepare our youth for the careers of tomorrow.
- Implement rigorous performance and accountability standards.

Pennsylvania believes that the infrastructure that the Commonwealth has built as a result of Job Ready PA serves as a strong foundation for the success with American Recovery and Reinvestment Act of 2009 (Recovery Act) initiatives. To put the Recovery Act funds to their wisest and best use, the Commonwealth aligned President Barack Obama's stated purpose of the Recovery Act with the Governor's overarching goals for workforce development. The result is a set of priorities which will provide immediate relief to state and local economies; stimulate long-long term economic growth; help workers attain the skills identified by industry and accelerate the transformation of the workforce development system which began under the Job Ready initiative:

- Preserve and create jobs and promote economic recovery.
- Assist those most impacted by the recession.
- Promote targeted industries and priority occupations.
- Expand energy development and green jobs that will provide long-term economic benefits.

Pennsylvania's implementation strategies are data-driven and rooted in labor market information developed by the Department of Labor & Industry's (L&I's) Center for Workforce Information and Analysis (CWIA). CWIA has been charged to analyze and research the current economic conditions and trends to:

- Identify those businesses and sectors that are still in need of workers;
- Identify industries/employers that will begin to grow as the economy recovers; and
- Analyze the transferable skills for workers who have lost their jobs and need to transition to new careers.

Pennsylvania has been at the leading edge of a U.S movement to build a workforce system that is responsive and can meet the skill needs of employers, expand opportunity and security for workers and boost the competitive position of the business community. In these difficult economic times, it is understood that it is the strength and skills of the workforce that will help bring prosperity back to the Commonwealth. It is government's role to encourage companies and workers to utilize existing labor market devices like employment and training programs, and to develop new, innovative ways to build the skills of the Commonwealth's workforce.

L&I used its Workforce Investment Act of 1998 (WIA) Title I-B 10 percent discretionary funds to help support and develop innovative initiatives to get workers trained and back to work as quickly as possible in family sustaining jobs, and work closely with employers to better understand where workers are still being hired and/or where there is a new demand for workers. Projects were supported that would improve the quality of Pennsylvania's workforce and the competitiveness of its employers in order to sustain long-term economic growth and do the following:

- Prepare all Pennsylvanians with the skills and education required for jobs emerging from the stimulus investments as well as help people, especially the unemployed and disadvantaged, to transition into careers that pay family sustaining wages and benefits.
- Prepare young people for the careers of tomorrow by helping them succeed in school; by providing high quality information about careers paying family sustaining wages and benefits; by promoting post-secondary educational experiences, especially in Science, Technology, Engineering and Mathematics (STEM) programs; and by providing work opportunities such as job shadowing, internships, apprenticeships, on-the-job training and work experiences.
- Respond to the needs of employers and workers through Pennsylvania's industry partnerships (IPs); investing in current and expected skill needs of employers; and providing services that can help avert and/or respond to layoffs.

In addition, L&I wanted to continue to transform Pennsylvania's workforce development system, in alignment with the Governor's vision, so that all Pennsylvanians and all employers have access to a coordinated, transparent, and effective network of workforce and public assistance services by doing the following:

- Invest in skills assessments, remediation, contextualized learning, and credentials that create a rational and accessible career pathway.
- Promote strong connections between academic credentialing, industry certifications and occupational learning.
- Support current and new industry partnerships in key sectors.

⇒ *See more on the Governor's initiatives in the Appendix of this Report* ⇐

PA CAREER OPPORTUNITY GRANTS

Over the last several years, the Commonwealth has made substantial investments in building a training infrastructure for incumbent workers. Some Local Workforce Investment Boards

(LWIBs) have also changed the focus of their PA CareerLink® (One-Stop) centers to move toward an agenda that makes workforce readiness a high priority. Many LWIBs have explored ways to integrate the work of their Industry Partnerships (IPs) with the Business Services Teams of PA CareerLink® centers. The High Priority Occupations (HPOs) process has also helped Local Workforce Investment Areas (LWIAs) better understand priority jobs in their area. The PA Career Opportunity Grants serve to frame how workforce investments fit into an emerging service delivery system and to identify gaps in the system as the Commonwealth mobilizes to serve an unprecedented number of dislocated workers in addition to the ongoing customer base.

Projects funded through the PA Career Opportunity Grant Request for Proposal (RFP) include:

◇ **Career Development Opportunity Grants**

Given the current labor market, many laid off workers recognize that their company is permanently downsizing and there is little, if any, chance that they will be recalled to their former positions. There are some who understand that economic forces are altering the labor market in such a way that jobs in certain industries are not returning. Many of these individuals also understand that increasing skills and competencies through long-term training will improve their future career opportunities. It is likely that these individuals are receiving Unemployment Compensation (UC) benefits which may offer sufficient time to participate in training and sufficient financial support to pay their bills. In most instances, however, they lack the financial resources to pay for training. Career Development Opportunity Grants will close the gap for these individuals providing access to long-term training for priority occupations.

LWIBs can submit proposals up to \$250,000 for Career Development Opportunity Grants.

◇ **Upskilling and Career Pathways Grants**

These grants are for individuals who are interested in developing skills that can be attained with short-term training. Under this initiative, LWIBs would identify which employers in their region are hiring or would hire employees with specific skill sets. LWIBs and IPs will meet with the employers to determine the skill sets needed and will broker the training solutions to provide potential new employees with the skill sets requisite to employment. The grants focus on short-term (4 to 12 weeks), job readiness; or possibly medium-term (12 to 24 weeks) skill-oriented training for industry/occupational credentialing. For dislocated workers, already possessing certain skill level, this program will assess those skills and provide the training that supplements current skills sets to help them achieve employment. The program can operate as a stand-alone or may be coordinated with the Career Development Opportunities Grant.

LWIBs can submit proposals up to \$250,000 for Upskilling and Career Pathways Grants.

◇ **Career-Building On-the-Job Training (OJT) Grants**

These grants are for individuals who are either:

- existing employees who could move into a higher position if provided the proper training which would result in a layoff aversion strategy for employers, or

- new employees that do not have all the required skills for a particular job, which would encourage employers to hire individuals.

These grants would place a new emphasis on promoting an OJT program similar to the current OJT program reimbursement funded by the U.S. Department of Labor (USDOL) through WIA funds.

The program is designed to fulfill the employment needs of local employers by providing a trained workforce while increasing productivity and profits, while also providing an opportunity for individuals to learn new job skills.

Upgrade training would be available for existing employees. A predetermined training period can range from 6 to 26 weeks based on the skill level of the participant(s) and the targeted occupation. A training plan will be developed that defines training objectives and goals for the trainee(s). Employers would receive up to a seventy-five (75) percent reimbursement of hourly wages paid to a trainee. Employers will be encouraged to hire or retain employees who meet their skills needs while saving money on training costs. .

LWIBs can submit proposals up to \$250,000 in order to promote new hires through Career Building On-the-Job Training Grants.

⇒ *See more on the Governor's initiatives in the Appendix of this Report* ⇐

Regional Career Education Partnerships for Youth (RCEPs)

Pennsylvania's RCEPs serve as youth intermediary organizations that support Pennsylvania's high school reform agenda to provide young people better opportunities to gain the knowledge and skills critical for success in college and careers, as well as address the challenge of engaging disconnected youth.

Four strategic functions describe the roles and actions undertaken by RCEPs in building and supporting a system and managing community connections for youth. A functional description, rather than a task or activities list, allows local RCEPs to develop and implement their own strategies that are responsive to local needs and take advantage of unique opportunities. Various local, regional and state organizations with their own sets of challenges, goals and priorities for their various youth constituencies, function within the RCEP framework, to communicate, share best practices, and build on each other's accomplishments.

The four strategic functions of RCEPs are to:

- Convene local, regional and state leaders, practitioners, and customers across sectors to ensure youth success.
- Connect and broker or provide services to youth, public and private partners, families and neighborhoods.
- Measure effectiveness and ensure the quality and impact of youth-serving efforts.
- Sustain effective practices through advocacy and progressive policies

RCEPs connect businesses, educational institutions/organizations, and communities to prepare Pennsylvania's future workforce. They involve a strong collaboration among the Pennsylvania Departments of Labor & Industry, Education and Public Welfare; local school districts; employers; county assistance offices; youth service providers and community agencies; LWIBs and local Youth Councils; industry partnerships; and, in some cases, private foundations.

In addition, the RCEPs play a key role in understanding each region's high-growth industries and work with teachers, employers, parents and students to raise awareness about the career opportunities available within those industries. Through these partnerships, students and teachers across Pennsylvania are provided with real-world work experiences that take education to a new level and prepare our youth to make informed career choices. These work-based experiences include internships; job shadowing and mentor programs for students; and innovative programs such as "educator in the workplace," designed to help teachers make learning more relevant.

Within their jurisdiction, RCEPs focus on::

- Partnership, capacity building and system change.
- Increased connection to industry partnerships.
- Increased connection to Career & Technical Education.
- Incorporation of past PA Youth in Transition projects with dropouts and those aging out of foster care into the RCEP framework.
- Coordination with LWIBs/Youth Councils in recruiting young people and employers involved in the Recovery Act Summer Youth Employment Program (SYEP)
- Promotion of peer-to-peer learning and technical assistance through webinars on topics such as, but not limited to, youth, parent, teacher and employer engagement; and effective practices and strategies. Additionally, a website was developed, and social networking tools are utilized for posting important dates and documents of interest at the local, state, and national levels pertaining to the youth intermediary work. The website is another forum used by RCEPs to communicate and discuss new ideas, challenges and resolutions, Requests for Proposals, and policy clarifications, which arise in their operations.

The following are statewide results of the 22 RCEPs for PY 2008 (totals are approximate):

- 372,000 students were involved in career awareness activities, including orientation to high priority occupations, career/job fairs, company tours, job shadowing, mentoring, paid and unpaid internships, youth leadership activities, etc.
- 9,800 employers were actively involved in these activities, plus classroom visits.
- 500 schools were working with RCEPs.
- 10,300 students were involved in paid and unpaid internships and other work-based experiences

- 3,500 teachers and counselors participated in Educator-in-the-Workplace programs with the opportunity to earn Pennsylvania Act 48 or graduate credits.
- 2,300 parent and community information activities/events on careers and career decision-making took place.

⇒ See more on the Governor's initiatives in the Appendix of this Report ←

PENNSYLVANIA WORKFORCE INVESTMENT BOARD (PA WIB) COUNCIL FOR THE WORKFORCE OF TOMORROW

From its inception, the PA WIB State Youth Council, now known as the Council for the Workforce of Tomorrow (CWT), committed to enhancing workforce preparation opportunities for Pennsylvania's young people, including disadvantaged youth, to bring relevance to academic rigor and to promote access to, and success in, postsecondary education and careers.

The CWT accomplishes its work through subcommittees formed around three main goals and supporting strategic activities:

Provide High-Level Professional Development for Teachers and Counselors

- Educator-in-the-Workplace practices collected for review and identification of replicable models across the Commonwealth
- Subcommittee members working with PA Department of Education on implementing the Career Education and Work Standards. Example: Career and Technical Education math programs have been, and will continue to be, developed that align to the 11th grade eligible content standards.

Increase Work-Based Learning Opportunities for More PA Youth

- Key message and document development on importance of and return on investment of work-based learning for all stakeholders (youth, parents, schools, employers, community, government)
- Discussions are ongoing toward a possible "Credential" that could be awarded to secondary schools that would be tied to PA workforce initiatives currently underway, including work-based learning, industry partnerships and RCEPs. The credential would be awarded through the Middle States Commission of Secondary Schools (MSCSS) and would result in successful opportunities for students to engage in work-based learning experiences, to improve school performance, and to strengthen collaboration with businesses. School districts would participate on a voluntary basis.
- Integrated the PA Conservation Corps (PCC) into PA's Recovery Act youth programming. PCC is a statewide program that offers work experience, job training and educational opportunities to young people who complete conservation, recreation and historical preservation projects on the state's public lands. Corpsmembers are between the ages of 18 and 25 and work in crews under the guidance of skilled adult crewleaders. Some 14,000 young people have served since the program began in

1984. More than 1,000 projects, including work in every Pennsylvania county, have been completed.

- Focus on green and energy occupations, as well as STEM

Build Strategies to Re-Engage Disconnected Youth

This CWT subcommittee reported on what it has learned in exploring pathways to re-engagement. In each of the following, it was concluded that the key to success is linkage to the workplace with strong employer involvement, and the subcommittee recommended four pathways for testing consideration in Pennsylvania:

- Accelerated high schools – effective in both prevention and re-engagement of dropouts by accelerating credit acquisition and providing access to caring adults and support services; successful in urban areas, but with no dedicated funding
- GED Plus – offers accessible and affordable educational re-entry and connections to postsecondary education to former dropouts, but students will need focused guidance, mentoring and supportive services to succeed
- Career and Technical Education (CTE) – appealing because they offer blended education and training with employer connections and could be delivered through the existing CTE system. Challenge is whether former dropouts can master both the necessary academic and occupational skills for success
- Gateway-to-College – blends high school completion with postsecondary credit acquisition for former dropouts, but this model requires extensive planning and up-front financing, and students must have an eighth grade reading level

⇒ *See more on the Governor's initiatives in the Appendix of this Report* ←

PENNSYLVANIA'S YOUTH PROGRAMS FUNDED BY THE RECOVERY ACT

Pennsylvania built upon its successful workforce development infrastructure, and the existing system of LWIB/Youth Councils and RCEPs, as the basis for Recovery Act Youth approach.

The CWT reworked its planned meeting format and agenda on March 25, 2009, in order to provide a forum to discuss the significant funding for youth workforce development activities provided by the Recovery Act. The primary focus of discussion was the Summer Youth Employment Program (SYEP). Given the importance and urgency of these issues, L&I asked that the CWT dedicate this meeting to a series of discussions on key issues and opportunities presented by the Recovery Act.

The meeting featured presentations from USDOL and L&I, and provided significant time for interaction among state and federal officials, members of the CWT, LWIB staff, and RRCEP coordinators, on the effective implementation of Recovery Act youth provisions. More specifically, the meeting was designed to focus on key issues that will help attendees to:

- Fully understand USDOL guidance for Recovery Act youth provisions

- Learn about state priority activities for Recovery Act youth funding
- Identify and explore local implementation issues and concerns
- Create recommendations for Commonwealth action to support local success
- Align Recovery Act priorities with the CWT's plans and goals

LWIAs shared their practices and successes, including adjustments made when planning and implementing the Recovery Act youth programs. The workshops included: the current level of collaboration between LWIBs and schools; jobs and education for out-of-school youth and 18-24 years old youth; bridging youth and adult cultural and service systems; connections to high priority occupations/STEM/industry partnerships /“green” jobs; performance measures; and local priorities.

USDOL provided official guidance through discussion of the Training and Employment Guidance Letter (TEGL) No. 14-08. This became the basis for issuing a Workforce Guidance Memo to LWIAs dated April 14, 2008, regarding the Summer Youth Employment Program by the PA Deputy Director of Workforce Development.

Pennsylvania participated in numerous conference calls and webinars sponsored by USDOL and the National Governors’ Association. The Commonwealth also held regularly scheduled conference calls and has ongoing dialog with local workforce areas, individually and as a group.

The Commonwealth collects weekly updates from LWIAs to assist in planning and implementing successful summer youth programming. Updates included recruitment of eligible youth, and appropriate worksites, breakdown of ages and school status, types of worksites and examples of work readiness pre and post assessments, youth service providers under contract, etc.

Through September 2009, a majority of the LWIAs exceeded their planned number of summer youth participants.

⇒ *See more on the Governor's initiatives in the Appendix of this Report* ←

PENNSYLVANIA'S COMMITMENT TO CONTINUOUS IMPROVEMENT

The Commonwealth of Pennsylvania is committed to continuous improvement in the efficiency and effectiveness of the statewide workforce investment system. Essential in this process is the ongoing evaluation of existing systems and their elements, as well as undertaking projects to evaluate innovative new system components and identify promising models. Pennsylvania continues to take the steps necessary to ensure collaboration and continuous improvement by strengthening delivery systems and integrating the workforce development system.

Although the Commonwealth has not conducted evaluation studies under WIA Section 136(b) in PY 2008, these other evaluations and assessments have been ongoing. Additionally, in accordance with Pennsylvania's workforce system approach of broad local control, each LWIA designs and conducts its own evaluations.

Southern Alleghenies Workforce Investment Area conducted an analysis of new WIA registrants for the period July 2008 – March 2009. The analysis revealed that 92 percent of the dislocated workers were basic skills deficient; they scored below the 9th grade level in reading and math. These individuals tended to be older workers who had been long-term employees working in the same occupation for many years. Of those receiving support through a National Emergency Grant (NEG),, some 76 percent were over the age of 41, with more than 50 percent over the age of 50. Roughly 86 percent of the newly registered adults, the majority of whom were low-income, and 92 percent of the dislocated workers, had been determined basic skills deficient and who would require academic remediation before they could be considered ready for gainful reemployment, or be prepared to enter post-secondary education and training. Based on recent assessment results, the current and anticipated skills needed of new hires for the region's employers include: basic math and reading, supervisory, basic and advanced machining, structural assembly, electrical system design, operations and maintenance, heavy equipment operation and maintenance, mechanical (truck and automotive), and industrial maintenance. In light of these projected needs, the skill gaps of the available labor pool range from very basic to complex and technologically challenging.

Many LWIAs have been studying customer flow in the PA CareerLink® offices. Through evaluation of the findings, they have designed and implemented processes (customized to the LWIA) that is both more efficient and more effective in moving customers from core through intensive and training services, and eventually into a self-sustaining job or career.

In another example from the Southern Alleghenies Workforce Investment Area, the LWIB instituted a “swim lane” review of customer flow. Implementing this industry-utilized review process led to the development of PA CareerLink® Customer Flow Teams. PA CareerLink® staff examined current flow, identified best practices in the region, and put into place a streamlined process focused on readily identifying customer needs; apprising customers of available resources; and referring customers to appropriate PA CareerLink® staff who are well-positioned to help customers reach their goals, or when more appropriate, make referrals to off-site agencies. In conjunction with the staff research, the PA CareerLink® Consortium analyzed staffing plans and patterns to identify opportunities for improvement. Intake processes, including initial assessment forms, were reviewed so as to ensure greater efficiency in moving customers through core and intensive level services. Among other changes, PREP and PA CareerLink® orientations have been combined so that more customers can receive services at one time.

In Workforce Guidance Memos and in meetings with LWIB staff, L&I has encouraged the adoption of streamlined processes so that no one is allowed to languish in core service beyond what is necessary for job readiness or individualized services. Customers that demonstrate low literacy levels are referred to the Adult Basic Literacy Education staff collocated in the PA CareerLink®. These customers receive literacy services and some participate in computer workshops until they are ready to move on to the next service modality. Customers are then evaluated for intensive and training services. Customers who may not be eligible for training will be provided case management by Wagner-Peyser staff. One goal for this case management is to match these customers with programs and services for which they qualify. This strategy enhances a seamless system of integrating resources for all Pennsylvania citizens who register at a PA CareerLink® center.

PROFESSIONAL DEVELOPMENT FOR WORKFORCE SYSTEM COLLEAGUES

◇ PA CareerLink® Staff Training

The PA CareerLink training curriculum, first developed during Program Year 2005, was designed to ensure that all PA CareerLink® staff developed and maintained a common knowledge base thereby enhancing integration and supporting continuous performance improvement. The program supports the organizational development goals of the PA CareerLink® partners and the workforce development system in Pennsylvania.

PA CareerLink® training has been provided to more than 2,000 PA CareerLink® staff, as well as staff from LWIBs, PA CareerLink® Consortia, and L&I's Bureau of Workforce Development Partnership (BWDP). During PY 2008, the L&I revised the PA CareerLink® 101 comprehensive staff training program. Nine classes were conducted for 170 new staff from PA CareerLink® centers and LWIBs.

At the request of USDOL, PA CareerLink® course materials and supporting information were shared with representatives from Ohio, South Carolina, US Virgin Islands, and West Virginia.

L&I purchased software to expand the use of webinars for staff training to both state and one-stop partner staff in the PA CareerLink® and workforce system. This technology has allowed the Commonwealth to provide information on policies and procedures, as well as to obtain customer feedback rapidly and economically. Through this technology, the Commonwealth is providing support to local officials and staff and interacts with local workforce authorities to obtain input that makes Pennsylvania's approach to Recovery Act implementation uniform and customer-driven.

Pennsylvania designed, planned, and conducted several webinars to provide training and information to more than 2,500 PA CareerLink® and LWIB staff during Program Year 2008. The Webinars provided on-line, interactive training access to all partner staff on topics such as: operating system changes and enhancements; Recovery Act implementation; the Trade Act of 2009; Local Plan development; and Rapid Response. Additionally, Pennsylvania provided Rapid Response training plan information to representatives from Missouri and Ohio.

◇ PA CareerLink® Training Liaison

A training liaison/point-of-contact and alternate were established at each PA CareerLink® site to ensure that training is designed, planned, and conducted to meet the staff development needs of Pennsylvania's workforce development system.

◇ PA Partners Conference

◇ Pennsylvania Partners (PA Partners) Conference

The PA Partners Employment, Training & Education Conference was held May 6-8, 2009, at Hershey Lodge, Hershey, Pennsylvania. The 25th Annual PA Partners Conference was organized in collaboration with PA Partners, an intermediary organization that represents workforce development professionals in each of the Commonwealth's 23 LWIAs. The annual Pennsylvania Employment, Training & Education Conference is one of the largest statewide workforce conferences in the United States. The conference, which is held each spring, attracts more than 1,300 professionals from all facets of workforce development and is co-sponsored by federal and state agencies that are partners in the workforce development system.

The conference provides workforce development professionals a forum for:

- Sharing best practices for improving workforce development operations
- Professional staff development education
- Impacting workforce development, operational and selected strategic policy
- Accessing established and innovative workforce development information

In the current economic downturn, and with the dynamic efforts to turn the situation toward recovery, the conference was favorably positioned to provide the opportunity for exchange of information and ideas; to forge connections; to formulate a consensus perspective of issues and workforce approaches; to become aware of promising practices; and in the experience, to perhaps be inspired, leading to innovation.

◇ **Pennsylvania Statewide Dropout Summit**

The Pennsylvania Statewide Dropout Summit was held in Harrisburg, PA, on November 13, 2008, to engage more than 100 thought leaders from around the Commonwealth in discussion about Pennsylvania's dropout crisis. The PA Department of Labor & Industry and the PA WIB's CWT partnered with the Governor's Office of Citizen Service (PennSERVE) and the Pennsylvania Department of Education who received a grant from America's Promise Alliance that supported the cost of the summit. Staff from the PAYT pilot project facilitated regional discussions after presentations from national experts. During the summit, L&I released two studies entitled, *The Tax and Transfer Fiscal Impacts of Dropping Out of High School in Pennsylvania* and *The Long Term Labor Market Consequences of Dropping Out of High School*. The studies were completed by the Northeastern University Center for Labor Market Studies, and are specific to the dropout crisis in Pennsylvania.

◇ **Youth Services Academy**

The BWDP, the PAWIB's CWT, PA Departments of Education and Public Welfare, PA Partnership for Children, and PA Partners, developed and conducted a Youth Services Academy. The conference, held in December 2008, provided a forum to focus on the school drop-out issue. Statewide and local policy-makers, as well as staff from Youth Program contractors and service providers, participated in the "Open Space" format. Highlights of the conference were: PAYT contractors' challenges and lessons learned in re-engaging and reconnecting at-risk and out-of-school youth, resulting best practices, and presentations by successful program participants. The conference was attended by approximately 200 staff from local Youth Councils, RCEPs and PAYT contractors.

GOVERNOR'S HERE TO HELP INITIATIVE

The Commonwealth launched a new online resource in December 2008 that makes it easier for citizens to find the resources they need through existing government programs to help make ends meet during the economic crisis. The *Here to Help* initiative provides information and access to a broad range of services available through state and local government agencies, community organizations, and other entities. At HereToHelp.pa.gov, Pennsylvanians can find resources grouped by the following topics: Employment; Family Services; Housing; Older Pennsylvanians; and Economic Development.

Pennsylvania's Governor Edward G. Rendell said of the initiative: "The faltering national economy has created many challenges for our families. Citizens going through difficult periods often do not know where to look for help. The *Here to Help* Web site puts many beneficial programs under one umbrella, making it easier for families to locate the resources that can get them through this tough time."

Through the initiative, local entities also hosted a series of *Here to Help Days* throughout the Commonwealth. The Pennsylvania Departments of Labor & Industry, Insurance, and Public Welfare were charged by the Governor to co-sponsor *Here to Help Days* in each county. L&I reached out to LWIB Directors to convene an event planning group in each county, with representatives from local government, business leaders, state and local agencies and community organizations, to plan events aimed at helping those who have been affected by the economic downturn. Each event included the PA CareerLink® and Unemployment Compensation representatives and other organizations that provided information about health care coverage, utility assistance, avoiding foreclosure, financial planning, stress management, food stamps, veterans' services, and more.

Here to help Day events have occurred in every county statewide. The events were successful in helping to connect Pennsylvanians to the resources they need to get through these tough economic times.

⇒ See more on the Governor's initiatives in the Appendix of this Report ←

STRATEGIC EARLY WARNING NETWORK (SEWN)

The federal WARN Act offers protection to workers, their families, and communities by requiring employers under certain circumstances to provide notice 60 days in advance of covered plant closings and covered mass layoffs. This notice must be provided to either affected workers or their representatives (e.g., a labor union); to the Governor's designee; and to the appropriate unit of local government. Rapid Response services are provided by L&I in the case of a permanent closure or mass layoff at a plant, facility, or enterprise, or a natural or other disaster, that results in mass job dislocation, in order to assist dislocated workers in obtaining reemployment as soon as possible, after the dislocation event. State and local interagency teams provide services and resources to minimize the dislocation's effect on businesses, workers and communities.

Through rapid response, an early intervention strategy is implemented that meets the needs of the employer, the employees, and the community - with the customer being the focus of the delivery plan. Providing a range of services helps people get jobs. The more quickly Rapid Response is begun, the more time is available for businesses and workers to take advantage of these services and employment opportunities.

Pennsylvania's Rapid Response team and the Steel Valley Authority developed a network of mayors and council members, local unions, civic and religious institutions, financial institutions, chambers, and other institutions to:

- Identify at-risk firms to develop response strategies that prevent layoffs;

- Identify inevitable layoffs of workers to provide adjustment services as quickly as possible;
- Identify labor market trends to develop, and;
- implement economic/workforce recovery and revitalization strategies.

The Strategic Early Warning Network (SEWN) provides an opportunity to intervene prior to a business closing or mass layoff.

The inter-agency SEWN Program implements a triage system of services to stabilize immediate risk conditions while working to identify the underlying issues and steps necessary to resolve them. The end results are practical solutions to problems that can improve a company's operations, product quality and cost structures, providing positive outcomes for the company, the workers, and the community. A recently completed independent evaluation of SEWN (2007-2008), the program enjoyed broad improvements in service delivery.

During Program Year 2008, the SEWN partners provided layoff aversion services to manufacturing companies in potential distress. SEWN served 75 manufacturing firms and helped retain 676 jobs in 17 distressed companies. SEWN clients were also referred to other appropriate existing State resources, including marketing assistance, incumbent worker training, dislocated worker support, operational assistance, financing and where warranted, the SEWN Program for turnaround assistance.

Pennsylvania has recently expanded SEWN services to 13 additional counties in Northeastern Pennsylvania, increasing the number of clients, businesses, and economic stakeholders being served and expanding the existing network. SEWN is now at work in 62 counties throughout Pennsylvania. The Commonwealth is assisting other states in the Industrial Midwest and Northeast and setting up a new early warning program for New York City.

⇒ *See more on the Governor's initiatives in the Appendix of this Report* ←

NATIONAL EMERGENCY GRANT (NEG)

Pennsylvania applied for and received a NEG to respond to the growing numbers of Trade Act petitions filed by large manufacturers in communities throughout the Commonwealth. Under the grant, Trade-affected workers are dually enrolled into the WIA Dislocated Worker and Trade Act programs. The funds are used to provide WIA wraparound core and intensive services quickly and efficiently. During Program Year 2008, PA CareerLink® centers using NEG funds provided intensive services to 2900 trade-affected workers with 58 workers receiving needs-related payments. Of the 1565 of the workers served, and who subsequently enrolled in Trade-funded training, 609 exited the program, and 722 entered employment.

EVALUATING AND CORRECTING PERFORMANCE

Pennsylvania continues to monitor and evaluate LWIA performance and provide technical assistance as warranted. Additional tracking and monitoring activities are now taking place for Recovery Act-funded programs.

The Commonwealth issues performance reports to each LWIA for its information and analysis. If an LWIA fails to meet the agreed-upon performance levels for a program in any year, a corrective action plan may be required.

Pennsylvania provides technical assistance to LWIAs that need to improve performance in a given measure. The technical assistance may include training sessions, assistance in the development of a performance improvement plan, or referral to peer-to-peer technical assistance.

The Commonwealth takes an active role in the design of the local monitoring process to assure that benchmarks are achieved and improvement occurs in an agreed-upon timeframe.

Collaborative performance evaluation and continuous improvement of design and operations go hand-in-hand in the process of ensuring an effective workforce development system.

PENNSYLVANIA'S WAIVERS: USE AND IMPACT ON PERFORMANCE OUTCOMES

Pennsylvania's approach to economic and workforce development effectiveness is to support state and local flexibility in the development of workforce system strategy. A key component of such flexibility is offering a strategic toolkit with a variety of tools that may be selectively chosen and used when designing and redesigning workforce strategy for improved effectiveness. A wide variety of effective tools from which to choose in the design of workforce strategy translates to a cache of valuable resources contributing to positive outcomes and effective solutions. As with an actual toolkit, only the tools that are best for the task at hand are used, with other options used at other times as the nature of the task changes.

Another advantage to having a well-stocked toolkit is in the creative solutions engendered through the very availability of the tools in the toolkit - tools that were well-researched and carefully selected for their potential worth.

For these reasons, Pennsylvania has requested approval of waivers that are designed for both immediate use in accordance with current workforce strategies, and for contingent use - as an option to incorporate in state or local strategies - where the waivers' application is expected to contribute to improved outcomes.

Job Ready PA

Pennsylvania's waivers were selected as part of a strategy to advance and support the Governor's economic and workforce priorities at the state & local levels.

- Strengthening Pennsylvania industries and creating industry-led training strategies
- Increasing opportunities for Pennsylvania residents
- Preparing our youth for the Careers of Tomorrow
- Implementing rigorous accountability standards

Crucial components of Job Ready PA include:

- Targeted Industry Clusters – used to develop effective workforce strategies
- Industry Partnerships - regional partners focus on development of cluster sectors

Waivers and Pennsylvania's Economic Recovery Plan

The waivers that Pennsylvania has requested from USDOL are an outgrowth of the work done to date in economic and workforce development. Key aspects of Pennsylvania's economic recovery plan that are relevant to waivers include the following:

- Building upon the unique relationships developed with business through industry partnerships to effect rapid reemployment of dislocated workers
- Maintaining focus on targeted industries and high-priority occupations
- Building upon best practices of rapid response early intervention and other services
- Using discretionary funds made available through waivers to provide new and innovative training programs
- Using the flexibility gained by the waivers to focus resources where they are needed

PENNSYLVANIA'S WAIVERS AT A GLANCE

1. Performance Measures for Workforce Investment Act Title I; Wagner-Peyser Act (Labor Exchange); Jobs for Veterans Act of 2002 (Title 38 USC); and Trade Act. This waiver allows Pennsylvania to implement Common Measures in accordance with provisions of the waiver and USDOL approval.
 2. Allow Individual Training Accounts (ITAs) for Out-of-School Youth.
 3. Identification of Eligible Providers of Youth Activities (for Summer Youth Employment Programs funded by the Recovery Act)
 4. Waiver of program design requirements and performance measures for youth who participate in Recovery Act-funded work experience activities only (for Summer Youth Employment Programs funded by the Recovery Act)
 5. Expand the timeframe provided for enrollment into WIA training programs for Dislocated Workers
 6. Allow up to 100 percent transfer between Adult and Dislocated Worker funding streams
 7. Permit use of LWIA formula funds and Statewide Rapid Response funds for Statewide Activities, including incumbent worker training as part of a layoff aversion strategy
 8. Customized Training (CT) - Replace the required 50 percent customized training employer match with a match using a sliding scale from 10 percent to 50 percent (amount determined by established criteria)
 9. On-The-Job-Training (OJT) - Replace the 50 percent maximum employer reimbursement of the wage rate with a graduated scale based on the size of the business
 10. Threshold of Obligations and Reallocation Provisions
- All waivers are applicable to Recovery Act funds and activities, except as prohibited or restricted.
 - All waiver requests address the elements required at WIA section 189(i)(4)(b) and were made available for public review and comment as part of the June 30, 2009, modification to the State Plan, in compliance with 20 CFR 661.230(d).

1. Performance Measures for Workforce Investment Act Title I; Wagner-Peyser Act (Labor Exchange); Jobs for Veterans Act of 2002 (Title 38 USC); and Trade Act.

| | |
|---|---------------------------------------|
| STATUS (as of PY 2008 Annual Report submission date): FULL APPROVAL | |
| USDOL Approval: June 15, 2009 | For the Period: Through June 30, 2010 |

This waiver allows Pennsylvania to implement Common Measures in accordance with provisions of the waiver and USDOL approval.

Implementation and performance under Common Measures may be reviewed in the narrative and tables sections of this Annual Report to the Secretary; and in Pennsylvania's Strategic State Workforce Investment Plan for Title I of The Workforce Investment Act Of 1998 (Workforce Investment Systems) And The Wagner-Peyser Act.

2. Allow Individual Training Accounts (ITAs) for Out-of-School Youth.

| | |
|---|---------------------------------------|
| STATUS (as of PY 2008 Annual Report submission date): FULL APPROVAL | |
| USDOL Approval: June 15, 2009 | For the Period: Through June 30, 2010 |

This waiver provides local flexibility by opening the approved training provider list to Out-of-School Youth. waiving the prohibition on use of Individual Training Accounts for youth.

Since initial approval of the waiver, 15 LWIAs have provided Occupational Skills Training funded by an ITA to a total of 325 Youth (as of June 30, 2009).

| | | |
|-------------------------|---------------------------|-------------------|
| Central - 14 | Pocono - 33 | South Central - 4 |
| Lehigh - 10 | Northern Tier - 1 | Bucks - 2 |
| North Central - 9 | West Central - 26 | Montgomery - 3 |
| Lackawanna - 38 | Northwest - 45 | West-Fay - 66 |
| Luzerne-Schuylkill - 28 | Southern Alleghenies - 29 | SW Corner - 17 |

It is anticipated that continuing evaluations will provide information indicating the impact that this waiver has had in practical terms, considering the added flexibility this waiver allows, for local budgeting.

3. Identification of Eligible Providers of Youth Activities (for Summer Youth Employment Programs funded by the Recovery Act).

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| STATUS (as of PY 2008 Annual Report submission date): FULL APPROVAL | |
| USDOL Approval: May 22, 2009 | For the Period: Through September 30, 2010 |

In order to effect expedited implementation of the 2009 Youth program's summer employment activities as specified in the Recovery Act, the Commonwealth of Pennsylvania sought a temporary waiver of the competitive procurement requirements for youth summer employment providers. The waiver allowed LWIBs to expand the scope of existing competitively procured contracts with providers of other Youth program activities or to conduct expedited limited competitive procurement for summer employment activities, except as may be prohibited by local statutes, policies, or regulations or prohibited by the OMB requirements codified in 29 CFR Parts 95.40-95.48 and 97.36

The waiver's implementation allowed existing procured providers, possessing the framework and capacity to operate the expanded summer 2009 youth employment activities, to use the additional Recovery Act funds to expand services that were already offered to eligible WIA youth. This allowed LWIAs to focus on worksite development, expanding appropriate staff, recruiting participants, and monitoring activities to ensure high quality work experiences for youth in Pennsylvania.

The 2009 SYEP ended September 30, 2009. Evaluation of the waiver's impact is still in process. In addition to the established fiscal and administrative monitoring regularly conducted, L&I will assess the impact of the waiver through a combination of reporting from the local level, state oversight, and evaluation. Performance will be evaluated quarterly. The state will gather information through discussion on the progress of the implementation and obstacles encountered, if any. The state will review applicable policies and procedures and modify them accordingly. If at any time in the duration of expanded summer employment activities, the Commonwealth and the LWIB are not satisfied with the performance of a contractor, appropriate action will be taken.

4. Waiver of program design requirements and performance measures for youth who participate in Recovery Act-funded work experience activities only.

| | |
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| STATUS (as of PY 2008 Annual Report submission date): FULL APPROVAL | |
| USDOL Approval: May 22, 2009 | For the Period: October 1, 2009 through March 31, 2010 |

The waiver provides LWIBs with design flexibility to expand work experience opportunities to out-of-school youth ages 18-24, beyond the summer months, allowing youth to earn a wage while increasing knowledge about the skills and education required for occupations without negatively impacting performance. It also provides for additional youth to receive work experience services, such as those offered in summer employment during non-summer months.

Local Workforce Investment Areas were required to submit for state approval, Local Plan Modifications describing strategies for transitioning participants into the WIA Adult, Dislocated Worker or Youth programs for other education and training services, as appropriate.

The waiver request is limited to summer employment/work experience program elements funded by the Recovery Act until March 31, 2010.

The impact of waiver implementation continues to be assessed. L&I is continuing to monitor the implementation and impact of the waiver through a combination of reporting from the local level, state oversight, and evaluation. Performance will be evaluated quarterly. The state will also gather information through discussion on the progress of the implementation and obstacles encountered, if any. The state will review applicable policies and procedures and modify them accordingly.

5. Expand the timeframe provided for enrollment into WIA training programs for Dislocated Workers.

| | |
|--|-------------------------|
| STATUS (as of PY 2008 Annual Report submission date): PENDING USDOL DECISION | |
| USDOL Approval: PENDING | For the Period: PENDING |

Pennsylvania seeks to waive the WIA requirement that a Dislocated Worker enroll in a WIA Training Program reasonably promptly (13 weeks) after his most recent layoff or, if later, no more than 8 weeks after being notified that a short-term layoff will exceed 6 months.

The waiver would increase workforce development efforts toward economic recovery. During the current period of economic instability, expanded training opportunities are critical to Pennsylvania's short-term economic relief. The waiver will help to advance two long-standing overarching goals: providing relevant skills for individuals to access good-paying jobs in targeted industries, while increasing the ability to grow and retain existing industries and attract new businesses to the Commonwealth.

The waiver would serve individuals most impacted by the economic downturn, providing for customer-driven, rather than program-driven, outcomes. Substantial barriers, well-documented through research, impede Dislocated Workers from seeking PA CareerLink® services, and then later enroll in training services within the timeframe required by WIA. The waiver's expansion of that timeframe means that an increased number of Dislocated Workers that do not immediately seek PA CareerLink® following the dislocation event would be able to take advantage of training to obtain the skills necessary for demand occupations, increasing both their employment opportunities and viability in the labor market.

The Commonwealth has, as of the submission date of this Annual Report for PY 2008, not received approval of this waiver from USDOL.

6. Waiver of the funds transfer limit up to 100 percent between Adult and Dislocated Worker Programs, to allow local areas to respond to the particular needs of their customers and labor markets.

| | |
|---|----------------------------------|
| STATUS (as of PY 2008 Annual Report submission date): APPROVED * | |
| USDOL Approval: June 15, 2009 | For the Period: "into PY 2009" * |
| <small>* Unless otherwise specified, [ETA] temporarily approves the requested waivers for PY 2009, <i>until such time as ETA provides notice of determination upon review of the State Plan modification</i> required to be submitted by June 30, 2009.... [States] seeking approval of their waivers for the remainder of PY 2009 must submit a waiver plan for each waiver as part of the State Plan modification. Upon approval of the modified PY 2009 State Plan, the waivers approved with the modified Plan will take effect and the waivers extended in this letter will terminate.</small> | |

In response to discussions with USDOL's Philadelphia Regional Office, Pennsylvania's request for a maximum 100 percent transfer authority has been revised to a request for a maximum 50 percent authority for Transfer of Funds. Pennsylvania restricts transfer of Recovery Act funds between the Adult and Dislocated Worker funding streams to 30 percent.

The WIA statute and regulations prohibit transfer of more than 20 percent of a program year's allocation between the Adult and Dislocated Worker funding streams. Federal appropriations bills for PY 2003 and later years included provisions that allowed transfer of a maximum 30 percent of funding between both the adult and dislocated worker programs. The Commonwealth has found this additional transfer allowance to be beneficial in local planning and in meeting local services needs. This waiver, allowing a maximum 50 percent transfer, further enhances local abilities to address workforce needs within the Local Workforce Investment Areas. Each LWIB is required to request the Governor's approval to transfer funding between these funding streams, and must also request approval to modify the current transfer percentage rate.

To date, no Local Area has requested and used the additional percentage of transfer authority allowed in the waiver. Therefore the impact of the waiver has so far been none. However, as provided in the introduction to this waiver-related section of the Annual Report's required narrative, maintaining the availability of the waiver authority is critical for Pennsylvania.

In the event of a local request and state approval for use of the waiver authority, the Pennsylvania Department of Labor & Industry will monitor the implementation and impact of the waiver through a combination of reporting from the local level, state oversight, and evaluation. Financial data and performance measures from LWIAs will be evaluated regularly to determine the impact of the waiver approval. To ensure fiscal integrity, there will be adequate oversight as well as complete and consistent reporting. The state will also gather information from Local Areas through discussion on the progress of the implementation of the waivers, addressing concerns and obstacles encountered, if any.

7. Permit use of LWIA formula funds and Statewide Rapid Response funds for Statewide Activities (including incumbent worker training).

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|---|----------------------------------|
| STATUS (as of PY 2008 Annual Report submission date): APPROVED * | |
| USDOL Approval: June 15, 2009 | For the Period: "into PY 2009" * |
| <p>* Unless otherwise specified, [ETA] temporarily approves the requested waivers for PY 2009, <i>until such time as ETA provides notice of determination upon review of the State Plan modification</i> required to be submitted by June 30, 2009.... [States] seeking approval of their waivers for the remainder of PY 2009 must submit a waiver plan for each waiver as part of the State Plan modification. Upon approval of the modified PY 2009 State Plan, the waivers approved with the modified Plan will take effect and the waivers extended in this letter will terminate.</p> | |

This waiver combines two separate, though related, activities for which waiver has been sought by Pennsylvania.

- Local use of LWIA formula funds for Statewide Activities (including incumbent worker training).

The Commonwealth requested waiver of the language that limits the authority to provide the activities identified in WIA sections 129(b) and 134 to the state. The waiver will allow LWIAs to use, on a voluntary basis, up to 50 percent of local formula allocation funds for adults, dislocated workers and youth to provide allowable statewide employment and training activities (including incumbent worker training). LWIAs will submit a request to the state for approval prior to implementing this action. The transfer will enhance the ability of the state and LWIA to carry out WIA Title I-B Adult, Dislocated Worker and Youth activities.

This waiver provides LWIAs with the means to quickly respond to an opportunity that may arise in their area to retain jobs, as well as providing LWIAs with a powerful tool to design and implement new training options to meet the needs of dislocated workers and businesses. A layoff aversion plan must be put in place prior to granting approval of a LWIA's request to use local formula funds as outlined in the waiver.

The state developed and issued a procedure for local use of the formula funds waiver. To date, the waiver option has not been chosen by any LWIA. Pennsylvania believes that retaining this waiver as a potential resource for LWIB design of workforce approach is of great value in implementing effective workforce strategies in the Commonwealth. And there are indications from LWIAs that the waiver may be used in the current program year. For example, Berks County LWIA's current Local Plan modification indicates that, if this waiver

is approved for the remainder of PY 2009, the LWIA will use local funds to upgrade the skills of workers whose income is below the self-sufficiency level (defined using Berks County LWIA's own levels, based on information from the State's Center for Workforce Information & Analysis), for the purpose of increasing participants' income to the self-sufficiency level or above. Berks County LWIA has not fully developed its relevant policy & procedures for this initiative, pending full waiver approval. The state will provide an update to USDOL when a plan is submitted.

- State use of Statewide Rapid Response funds for Statewide Activities (including incumbent worker training).

Pennsylvania requested a waiver of 20 CFR 665.320(d)(2), for funds reserved for allowable state activities under WIA Sec. 133(a)(2), to allow the transfer of up to 50 percent of the state set-aside Rapid Response funds to the Governor's Reserve funds. The funds would be used only for program purposes allowable under Section 134(a), not administration as indicated in Section 134(a)((3)(A)(i) and (B). Rapid Response funds authorized under the Recovery Act, when used for statewide activities incumbent worker training, will be committed to projects in compliance with restrictions provided in the Recovery Act. Pennsylvania acknowledges that a layoff aversion plan must be in place prior to the use of Rapid Response funds as outlined in the waiver. As of the date of this report, there has been dialogue between the Commonwealth and the Regional Office of the DOL concerning this waiver and it is not clear whether this waiver will be granted. The DOL has made a number of request for clarification and explanation from the Commonwealth but it is not certain at this time what direction the DOL will take.

8. Customized Training (CT) - Replace the required 50 percent customized training employer match with a match using a sliding scale from 10 percent to 50 percent (amount determined by established criteria).

| | |
|---|----------------------------------|
| STATUS (as of PY 2008 Annual Report submission date): APPROVED * | |
| USDOL Approval: June 15, 2009 | For the Period: "into PY 2009" * |
| <p>* Unless otherwise specified, [ETA] temporarily approves the requested waivers for PY 2009, <i>until such time as ETA provides notice of determination upon review of the State Plan modification</i> required to be submitted by June 30, 2009.... [States] seeking approval of their waivers for the remainder of PY 2009 must submit a waiver plan for each waiver as part of the State Plan modification. Upon approval of the modified PY 2009 State Plan, the waivers approved with the modified Plan will take effect and the waivers extended in this letter will terminate.</p> | |

Pennsylvania was approved for a waiver of the statutory and regulatory prohibition of the customized training required minimum employer payment of 50 percent of the cost of training.

One of the major reasons for requesting this waiver was to provide a sliding scale for the employer matching cost, which makes customized training more attractive to employers. Our waiver is geared to small and medium size firms since they are the primary source of job creation. Customized training leads to the retention of a skilled workforce that is able to compete in the global economy. It is one of a number of business solutions the workforce system can offer to local employers.

The scale ranges from 10 to 50 percent, based on characteristics such as: the type of training, size of the business, number of persons being trained, the hiring needs of the employer, and industry or skill demand. Characteristics measurement is based on alignment with the Commonwealth's workforce development goals, delineated in Pennsylvania's Strategic State Workforce Investment Plan, which focuses on training and programs that achieve high-skill, high-demand, high wage occupations and industries. The L&I provided LWIAs with guidelines for the sliding scale and processes for application and implementation.

The waiver's impact in Pennsylvania is continuing to be assessed. Customized Training with local formula funds has been steadily increasing in Pennsylvania, as demonstrated below:

| <u>PY</u> | <u># of customers served</u> |
|-----------|------------------------------|
| 2005 | 404 |
| 2006 | 641 |
| 2007 | 662 |
| 2008 | 783 |

In order to help clarify the waiver's impact, a recent telephone survey of LWIAs was conducted by BWDP staff to determine whether the waiver was used in negotiating CT, and, if so, to obtain anecdotal evidence of the waiver's impact. Survey results indicated that four LWIAs had negotiated CT. Two of the CT contracts were developed using the waiver options.

- Westmoreland-Fayette LWIA has provided anecdotal evidence indicating that use of the waiver's options was very influential in securing the CT program.
- Lehigh Valley LWIA has used the waiver in developing CT with the LWIA-to-business funding ratio of 75/25 percent, expressing that the waiver's allowance of a sliding scale contributed to building a good partnership. The LWIA expects to continue to increase its use of CT in the context of Pennsylvania's successful SEWN program, which is being expanded from its initial western Pennsylvania base to five eastern LWIAs, including Lehigh. Additionally, Lehigh intends to provide CT through a new Advanced Manufacturing initiative for lay-off aversion, developed on the model of the SEWN program (and both of which are contracted to the Steel Valley Authority). More information about this new initiative is available upon request.

The CT waiver will become more valuable over the next year, and the Commonwealth predicts an increase in its application.

- Many Local Areas responded in the previously-mentioned telephone survey that they were using CT at the 50% reimbursement rate, and were not currently using the waiver. However these Local Areas, as well as others that are not using CTs at all, also indicated that their PA CareerLink® staff are actively promoting CT with the options allowed in the waiver.

- Pennsylvania is providing Career Opportunity Grants to LWIAs through the Request for Proposals process. CT is expected to be a key aspect of the programs resulting from these grants.

9. On the Job Training (OJT) - Replace the 50 percent maximum employer reimbursement of the wage rate with a graduated scale based on the size of the business.

| | |
|---|----------------------------------|
| STATUS (as of PY 2008 Annual Report submission date): APPROVED * | |
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Pennsylvania was approved for a waiver to allow a change to the maximum employer reimbursement for On-the-job (OJT) training from the current 50 percent of the wage rate. The waiver allows Pennsylvania to reimburse the employer on a graduated scale based on the size of the business. Under the waiver, the following reimbursement amounts are permitted: 1) up to 90 percent for employers with 50 or fewer employees, and 2) up to 75 percent for employers with more than 50 but fewer than 100 employees. For employers with 100 or more employees, the current statutory requirements continue to apply. The statutory maximum reimbursement has been determined to be a deterrent for small employers in the Commonwealth that had considered OJT as a means to develop workforce skills necessary for growth in their respective industries. A graduated scale of reimbursement will create more incentive for small employers to participate in OJT that achieves high-skill, high demand and/or high wage attainment and family sustaining jobs.

As required by 20 CFR 663.700, the length of an OJT will still be determined by the skill requirements of the occupation, the academic and occupational skill level of the participant, prior work experience, and the participant's individual employment plan. No reimbursement greater than 50 percent will remain in effect longer than three months.

This waiver benefits the small businesses - the businesses that provide most of the new jobs being created in the Commonwealth. Recent statistical analysis revealed that more than 271,000 new jobs were created by 58,000 Pennsylvania small businesses (those employing fewer than 50 workers) over one year's time, which indicates that an average of five new jobs annually are created by each small business.

Employers benefit from this waiver allowing OJT at a reduced cost. Pennsylvania believes that it allows businesses to more rapidly adapt to changes in technology and the marketplace. Businesses are capable of expanding and remaining competitive with affordable OJT options uniquely designed to achieve their specific developmental goals. This waiver makes OJT a much more viable option, especially for small businesses looking to get started or expand. The waiver also benefits Adults, Dislocated Workers and Out-of-School Youth who are eligible for services under WIA, through the potential increased availability of OJT opportunities.

Pennsylvania is continuing to explore ways to determine the impact of this waiver. In order to help clarify the waiver's impact, a recent telephone survey of LWIAs was conducted by BWDP staff to determine whether the waiver was used in negotiating OJTs, and, if so, to obtain anecdotal evidence of the waiver's impact. Survey results indicated that seven LWIAs had

negotiated OJTs, and one of these had implemented the waiver option in the process. Westmoreland-Fayette LWIA indicated that the waiver was an influential factor in obtaining the OJTs, and that business services teams are aggressively promoting the flexibility allowed through the waiver as an incentive for businesses to invest in OJTs. The Commonwealth is confident that, as these successes become more widely known; more LWIAs will choose to implement the waiver.

The OJT waiver is expected to be more widely used over the next year:

- Many LWIAs responding in the telephone survey indicated that they were using OJTs at the standard 50% reimbursement rate, and were not currently using the waiver. However, the LWIAs also indicated that their PA CareerLink® staff are actively promoting OJT with the options allowed in the waiver.
- Berks County LWIA has expressed its intention of using OJTs this program year. This LWIA has not offered OJT as a training option in the recent past because of a high demand for ITAs and difficulty recruiting businesses to participate in OJT. With additional funds provided through the Recovery Act and the flexibility in matching employer contribution as a marketing tool, the LWIA is planning to offer OJT in green jobs among its training options.
- The Commonwealth predicts an increase in OJTs as Career Opportunity Grants are awarded to LWIAs through the Request for Proposals process. OJT is expected to be a key aspect of the programs resulting from these grants.

Pennsylvania believes that this waiver is of great value in formulating an effective workforce strategy, and intends to promote local use of the waiver to expand opportunities for the growth of smaller businesses while providing additional training and reemployment options for individuals. The initial reasoning for seeking the waiver remains sound. The graduated scale allowed by the waiver creates more incentive for businesses, and more businesses using OJT means increased hiring and retention and better local responsiveness in the current economic downturn.

10. Threshold of Obligations and Reallocation Provisions.

| | |
|---|----------------------------------|
| STATUS (as of PY 2008 Annual Report submission date): APPROVED * | |
| USDOL Approval: June 15, 2009 | For the Period: "into PY 2009" * |
| <p>* Unless otherwise specified, [ETA] temporarily approves the requested waivers for PY 2009, <i>until such time as ETA provides notice of determination upon review of the State Plan modification</i> required to be submitted by June 30, 2009.... [States] seeking approval of their waivers for the remainder of PY 2009 must submit a waiver plan for each waiver as part of the State Plan modification. Upon approval of the modified PY 2009 State Plan, the waivers approved with the modified Plan will take effect and the waivers extended in this letter will terminate.</p> | |

The waiver allows a substitution for the Workforce Investment Act Title I-B funding 80 percent threshold of obligations as the basis for re-obligation with a 70 percent requirement of accrued expenditures of all relevant funds available in a Program Year at the state-to-LWIA level, and additional flexibility in the reallocation of recovered WIA funds. Pennsylvania is permitted to implement the following features: 1) mid-year de-obligation and reallocation of local funds; 2) recapture of funds from LWIAs that have not expended at least 70 percent of their funds in the first year; 3) use of recaptured funds for Statewide Activities or reallocation to other eligible LWIAs; and 4) use of additional factors in determining LWIA eligibility for a reallocation of recaptured funds, including demonstrated need and ability to use additional funds.

L&I monitors the implementation and impact of the waiver through a combination of reporting from the local level, state oversight, and evaluation. To ensure fiscal integrity, there is adequate oversight as well as complete and consistent reporting.

The Commonwealth intends to get the most out of every federal dollar to help Pennsylvania recover from the economic downturn. Any backlog of local unexpended funds affects state expenditure levels reported to the federal level - Congress, in particular, where WIA appropriations are decided based on states' expenditure levels. The waiver eliminates that major factor in federal funding cuts to states.

The waiver also ensures that if local allocations are not being expended on a timely basis in accordance with state policy, those resources may be strategically redirected for use in other activities.

Pennsylvania implemented the waiver effective July 1, 2008. There were two reasons why the waiver was not considered before PY 2008: (1) the Commonwealth received tentative approval of the waiver on June 29, 2007, with official approval not being received until February 26, 2008 - too late to draft and issue guidance procedures to the LWIAs for PY 2007; and (2) WIA Title I funds for PY 2007 were already being rescinded by the Bush administration.

Local expenditures have been evaluated throughout PY 2008. To date, only one LWIA was found to be out of compliance, having an expenditure rate of 68 percent. Due to the small variance from the 70 percent required, and following discussion with the LWIA, the State decided not to impose its recapture authority conferred by the waiver.

The positive outcome of all but one LWIA conforming to the required 70 percent expenditure rate, and that LWIA only narrowly missing the level, may be regarded as evidence of the implemented waiver's effectiveness.

Considering the success of the waiver, with the lack of recaptured funding, the State has not yet developed a reallocation policy. LWIA expenditures are continuously tracked and monitored. If, as a result of this expenditure monitoring, it is determined that more than one LWIA is lagging behind in expenditure at the required level, the state will develop a reallocation policy.

PENNSYLVANIA'S WORKFORCE INVESTMENT ACT PERFORMANCE 2008

Pennsylvania successfully met all nine of its performance levels for the second year in a row during Program Year 2008. In addition, the Commonwealth was able to exceed expectations in the Youth Attainment of a Degree or Certificate measure. However, the recession showed a definite impact toward the end of last program year as all but two measures (dislocated worker average earnings and youth attainment) decreased from Program Year 2007. Another factor impacting Pennsylvania's PY 2008 performance was a reporting issue with the United Postal Service (USPS) matched data file from the Federal Employment Data Exchange System (FEDES). Pennsylvania did not receive a matched data file from USPS which historically makes up one-fifth of all FEDES data matches.

Also of note is the fact that the recession appears to be affecting wages more so than the entered employment rate and retention rate. This indicates that people are finding work and staying employed, but the work that is available is low skill/low wage – i.e. more and more individuals are becoming “underemployed”. In fact, Pennsylvania's loss of wage closely follows the logic provided in TEG 9-08 which states that for every one percent gain in the unemployment rate, dislocated workers can expect to see a loss of \$1,347, while adults can expect to experience a loss of \$944 (during the average earnings exit period of April 2007 – March 2008, the Commonwealth gained 1.3 percentage points in the unemployment rate).

From a cost effectiveness perspective, Pennsylvania significantly lowered the cost to achieve positive outcomes for eight of the measures, while one measure (Adult average earnings) showed a significant increase. These decreases can almost be exclusively attributed to the large decrease in overall spending this program year; spending in PY 2008 fell to \$89M from \$106M in PY 2007. This drop in spending coupled with the increase of exiters caused the cost per participant to decrease from the previous program year in almost every cohort. Evidence also points to the fact that the leveraging of National Emergency Grant funds contributed to the increased cost efficiency in the Dislocated Worker program. With funds down and participants up, Pennsylvania had fewer dollars to spend on each participant potentially causing a negative impact to the performance measures. Following is a summary analysis of the cost effectiveness of each measure including services provided within each cohort of participants:

COST COMPARISON OF SERVICES AND OUTCOMES

Methodology.

For the purposes of this cost comparison, funding stream allocations were divided by the number of total participants for the program year to derive a tentative cost per participant. Using this method, the cost per participant by funding stream for the program year is estimated as follows: Adults, \$3,087; Dislocated Workers, \$1,310; and Youth, \$3,547. To determine the cost to be successful in attaining employment, retention, and/or negotiated six-months wage earnings; the cost per participant is multiplied by the total number of individuals eligible for the performance measure, and then divided by the number of participants who succeeded in attaining the performance level.

Adults and Dislocated Workers.

Adults. For those Adults eligible to be included in the entered employment rate, it cost the state approximately \$4,019 for them to become employed; \$3,775 to be retained in employment; and \$6,289 to meet or exceed the state's negotiated wage level of

\$13,575. Approximately 49 percent of the Adult participants in the calculation had six-month average wage earnings that either met or exceeded the negotiated level. This percentage is nearly the same as last program year's value of 51 percent. Although small, this decrease shows another example of how the current recession impacted PY 2008 measures. As more evidence is revealed in the following paragraphs, it will be clear that the Commonwealth's biggest struggle with the economic downturn was the ability to attain sustainable wages. For example, the average six-months wage earnings of \$11,824 (participant employed first, second, and third quarter after exit) decreased by \$476 (or 4.0 percent) from PY 2007.

For those Adults who received training services and were eligible for performance measurement, the average cost for a participant to become employed was \$3,873; and to be retained in employment, \$3,747. The average cost for a participant to achieve a wage at or above the state's negotiated level was \$5,709. The average six-month earnings for those who received training services decreased by \$507 from PY 2007's average of \$13,081.

For those Adults who received core (staff-assisted) or intensive services only, the average cost for a participant to become employed was \$4,154; to be retained, \$3,806; and to have a wage gain at or above the negotiated level, \$7,071. The average six-month earnings for those who received only core (staff-assisted) or intensive services dropped by \$825 from what was observed for PY 2007 to \$11,010.

A further breakout of Adults by highest level of service received reveals that individuals who received training services actually showed a greater percentage of achieving state's negotiated Adult six-month earnings of \$13,575 than individuals who also received intensive or core services (see Table 2 below). This shows us numerically the value of long-term training versus shorter, more intensive job search assistance. In addition, while the core group has similar rates to the training group, the raw number of participants served is significantly higher within the training cohort. Probing deeper at both the actual number of participants and the success rates of those participants yields a result that illustrates a strong correlation between more training time leading to higher paying jobs as well.

Table 2 – Adult Participant Performance Outcome Success by Degree of Service

| Measures | Core Only | Intensive | Training |
|---|-----------|-----------|----------|
| Entered Employment Rate | 78.1% | 68.8% | 79.7% |
| Six Month Retention Rate | 85.3% | 75.7% | 82.4% |
| Exceed State Negotiated Six-Month Earnings Level (\$13,575) | 29.1% | 24.1% | 39.6% |

Dislocated Workers. The state's costs for Dislocated Workers eligible to be included in the Entered Employment Rate averaged approximately: \$1,618 for employment; \$1,452 for employment retention; and \$2,456 for average six-month wage earnings that either met or exceeded the state's negotiated level. Of the Dislocated Workers included in this

measure, the percentage of participants who met or exceeded the negotiated wage of \$16,250 was up slightly to 53.3 percent from 52.1 percent in PY 2007. Given the troubling economic conditions during this report period, this increase (albeit a small one) can be viewed as a very positive outcome.

The Commonwealth's average cost for Dislocated Workers who received training services to enter employment was \$1,513; to retain employment, \$1,439; and to meet or exceed the state's negotiated average six-month wage earnings, \$2,300. For those Dislocated Workers who received core (staff-assisted) and intensive services only, the average cost to enter employment was \$1,742; to retain employment, \$1,471, and to have passing average wage earnings, \$2,728. Average six-month earnings increased by \$857 over the year for those who received training, while the earnings for those who received core and intensive services decreased by \$513. The preceding figures again show the power of training; it cost PA less money per success for training as compared to cost per success in the core/intensive cohorts.

A comparison of the performances based upon the degree of service provided for Dislocated Workers showed a very similar dynamic to the Adults group. As with Adults, training services proved to be more cost-effective and advantageous across the three measured outcomes: obtaining employment; retention in employment; and exceeding wage gain level. This can be attributed in part to Pennsylvania's High Priority Occupation Policy that targets WIA training investments to high demand occupations that pay a family sustaining wage. One glaring difference, however, is the strong outcome of the intensive services cohort. Whereas the Adult intensive services outcomes were significantly lower compared to core only services, the two distinct cohorts found almost identical outcomes for Dislocated Workers. Also, comparing the number of Adult participants table to that of the Dislocated Workers leads to a few conclusions. First, Adults had nearly three times the amount of Dislocated "core only" participants (approximately 30 percent of the total adult participants were considered "core only" while Dislocated Workers were only around 10 percent). Conversely, there was roughly half the number of Adults in the "intensive" cohort as compared to Dislocated Workers. Both groups shared a similar distribution of participants in the "training" cohort. This further strengthens the previous point that Dislocated Workers required a longer span of service, and in turn those longer lengths of service led to higher success rates.

Table 3 - Dislocated Worker Participant Performance Outcome Success by Degree of Service

| Measures | Core Only | Intensive | Training |
|---|-----------|-----------|----------|
| Entered Employment Rate | 75.9% | 75.0% | 87.8% |
| Six Months Retention Rate | 87.5% | 89.7% | 90.4% |
| Exceeded State Negotiated Six-Month Earnings Level (\$16,250) | 40.6% | 44.7% | 53.9% |

Youth Common Measures

Youth Placement. In PY 2008, the out-of-school youth population eligible for performance measurement exceeded the in-school population for the second year in a row, a result of the Commonwealth's continued effort to enroll older youth over the past few years. In PY 2008, there were 1,159 in-school youth (down by 68 from PY 2007) who were counted in the youth placement measure as opposed to 1,454 (an increase of 133) out-of-school youth. The placement rate for these in-school youth was 57.1 percent (unchanged from last program year), while out-of-school youth showed a placement rate of 61.8 percent (down by 4.1 percent from last year). This change can be attributed to the recession and the fact that many adults are now filling positions that are typically held by young people. The state average for this measure was down slightly from the previous program year to 58.2 percent. The approximate cost per person to have a successful youth placement was \$6,091, down 4.5 percent from last year.

Youth Attainment of Degree or Certificate. The youth attainment measure was quite possibly Pennsylvania's best of program year 2008. Not only did the final figure of 67.6 percent end up nearly six percentage points higher than last year, but the Commonwealth was also able to exceed our PY 2008 goal of 65 percent. Looking closer at the in-school youth (59.7 percent) and the out-of-school youth (86.8 percent), both cohorts performance rose by nearly the same rate from the previous program year. Youth attainment was also very cost effective in PY 2008. It cost the state approximately \$5,250 per participant for a successful attainment, down 15.4 percent from last year.

Youth Literacy and Numeracy. The statewide performance level for Literacy/Numeracy remained relatively unchanged from PY 2007 - down 1.4 percentage points to 43.7%. The number of youth meeting this measure decreased from 687 to 587, while the total possible participants also decreased by a nearly proportional amount – 1,533 to 1,342. For these youth to attain a literacy/numeracy gain, it cost the Commonwealth approximately \$8,109 per youth, down nearly five percent from last year.

As was the case last year, 18 and 19 year-olds were the two largest age groups in terms of literacy/numeracy participants and collectively made up over half of the total youth served (55.8%). All individual age groups had similar success rates, ranging from 41 percent (17-year-olds) to 47% (19-year-olds). Comparing older youth versus younger youth, the younger youth group had more participants (692 compared to 650 older youth). However, older youth had a higher success rate (46.5% compared to 41.2% for younger youth). The fact that younger youth has more total participants is even more impressive knowing that no youth under the age of 16 counted toward this measure.

A factor affecting the literacy and numeracy measure is that nearly 46 percent of the total population of youth included in the Literacy and Numeracy measure come from three LWIAs: Pittsburgh, Philadelphia, and Allegheny County. These three areas drive the Commonwealth's performance for this measure, and their strategies to concentrate on hard-to-serve populations have a major impact on the state's overall performance.

PERFORMANCE OUTCOME TIME FRAMES

The U.S. Department of Labor Employment and Training Administration has mandated specific time frames for performance measure reporting. The Youth Literacy and Numeracy performance cohort time frame was discussed earlier. The remaining performance time frames, including the Table M and O participant and exiter counts, are as follows:

Participant Levels

Participants: By funding stream, those WIA participants who were receiving reportable workforce development services at any time during the program year (July 1, 2008 through June 30, 2009).

Exiters: By funding stream, those WIA participants who exited between April 1, 2008 and March 31, 2009.

WIA Adult/Dislocated Worker

Entered Employment Rate. Those WIA participants who received either Adult or Dislocated Worker funding who were determined to have finished, or exited, reportable workforce development services between October 1, 2007 and September 30, 2008.

Six-Month Retention Rate: Those WIA participants who received either Adult or Dislocated Worker funding who were determined to have finished, or exited, reportable workforce development services between April 1, 2007 and March 31, 2008.

Six-Month Average Earnings: Those WIA participants who received either Adult or Dislocated Worker funding who were determined to have finished, or exited, reportable workforce development services between April 1, 2007 and March 31, 2008.

WIA Youth

Placement (in Employment or Education) Rate. Those WIA participants who received Youth funding who were determined to have finished, or exited, reportable workforce development services between October 1, 2007 and September 30, 2008.

Attainment of Degree or Certificate Rate. Those WIA participants who received Youth funding who were determined to have finished, or exited, reportable workforce development services between October 1, 2007 and September 30, 2008.

Literacy Numeracy Rate. Those WIA participants who received Youth funding, who were out of school and basic skills deficient who were determined to have finished, or exited, reportable workforce development services between July 1, 2007 and June 30, 2008.

TABLES

The following report tables are provided as modified due to waiver requirements: tables B, C, D, E, F, G, H, L, M, N, and O. Table H.1.A has also been included, which contains subpopulation breakouts of the Youth Common Measures.

REQUIRED TABLES
TABLES B THROUGH H.1.A. AND L THROUGH O

Note: Tables A, H, I, J, and K are not applicable under Pennsylvania's implementation of Common Performance Measures

II. Table Section

Table B – Adult Program Results At-A-Glance

| | Negotiated Performance Level | Actual Performance Level | |
|-----------------------------|---------------------------------|-----------------------------|------------------------------|
| Entered Employment Rate | 85.0 | 76.8 | 2,580 ----- 3,359 |
| Employment Retention Rate | 86.0 | 81.8 | 3,207 ----- 3,922 |
| Six Months Average Earnings | 13,575 | 11,824 | 37,920,365 ----- 3,207 |

Table C – Outcomes for Adult Special Populations

| Reported Information | Public Assistance Recipients Receiving Intensive or Training Services | | Veterans | | Individuals With Disabilities | | Older Individuals | |
|-----------------------------------|--|---------------------------|---------------------|---------------------------|----------------------------------|------------------------|---------------------|---------------------------|
| | Entered Employment Rate | 74.0 | 565 ----- 764 | 77.5 | 210 ----- 271 | 70.0 | 203 ----- 290 | 69.9 |
| Employment Retention Rate | 93.0 | 840 ----- 903 | 77.6 | 250 ----- 322 | 76.1 | 89 ----- 117 | 81.6 | 195 ----- 239 |
| Six Months Average Earnings | 8,293 | 6,966,519 ----- 840 | 12,096 | 3,023,973 ----- 250 | 9,880 | 879,346 ----- 89 | 11,253 | 2,194,392 ----- 195 |
| | | | | | | | | |

Table D – Other Outcome Information for the Adult Program

| Reported Information | Individuals Who Received Training Services | | Individuals Who Received Only Core and Intensive Services | |
|-----------------------------|---|------------------------------|---|------------------------------|
| | Entered Employment Rate | 79.7 | 1,244 ----- 1,561 | 78.5 |
| Employment Retention Rate | 82.4 | 1,670 ----- 2,027 | 81.1 | 1,537 ----- 1,895 |
| Six Months Average Earnings | 12,574 | 20,997,967 ----- 1,670 | 11,010 | 16,922,398 ----- 1,537 |
| | | | | |

Table E – Dislocated Worker Program Results At-A-Glance

| | Negotiated Performance Level | Actual Performance Level | |
|-----------------------------|---------------------------------|-----------------------------|------------------------------|
| Entered Employment Rate | 91.0 | 80.9 | 4,038 ----- 4,990 |
| Employment Retention Rate | 93.0 | 90.2 | 4,580 ----- 5,079 |
| Six Months Average Earnings | 16,250 | 15,225 | 69,731,932 ----- 4,580 |

Table F– Outcomes for Dislocated Worker Special Populations

| Reported Information | Veterans | | Individuals With Disabilities | | Older Individuals | | Displaced Homemakers | |
|-----------------------------|-------------------------|---------------------------|-------------------------------|---------------------------|---------------------|---------------------------|----------------------|-----------------------------|
| | Entered Employment Rate | 77.9 | 401 ----- 515 | 77.7 | 219 ----- 282 | 68.5 | 562 ----- 820 | 65.5 |
| Employment Retention Rate | 96.6 | 489 ----- 506 | 87.2 | 109 ----- 125 | 86.8 | 584 ----- 673 | 81.0 | 17 ----- - 21 |
| Six Months Average Earnings | 13,939 | 6,816,070 ----- 489 | 13,187 | 1,437,340 ----- 109 | 12,836 | 7,496,041 ----- 584 | 11,172 | 189,922 ----- - 17 |

Table G– Other Outcome Information for the Dislocated Worker Program

| Reported Information | Individuals Who Received Training Services | | Individuals Who Received Only Core and Intensive Services | |
|-----------------------------|--|------------------------------|---|------------------------------|
| | Entered Employment Rate | 86.5 | 2,181 ----- 2,520 | 75.2 |
| Employment Retention Rate | 91.0 | 2,726 ----- 2,996 | 89.0 | 1,854 ----- 2,083 |
| Six Months Average Earnings | 15,662 | 42,694,405 ----- 2,726 | 14,583 | 27,037,527 ----- 1,854 |

Table L – Other Reported Information

| | 12 Month Employment Retention Rate | | 12 Mo. Earnings Change (Adults and Older Youth) or 12 Mo. Earnings Replacement (Dislocated Workers) | | Placements for Participants in Nontraditional Employment | | Wages at Entry into Employment for Those Individuals Who Entered Unsubsidized Employment | | Entry into Unsubsidized Employment Related to the Training Received of Those Who Completed Training Services | |
|--------------------|------------------------------------|-------------------------|---|-----------------------------------|--|---------------------|--|------------------------------|--|---------------------|
| | | | | | | | | | | |
| Adults | 82.9 | 2,984 ----- 3,601 | 4,353 | 15,673,503 ----- 3,601 | 0.0 | 0 ----- 2,580 | 4,919 | 12,691,558 ----- 2,580 | 0.0 | 0 ----- 1,244 |
| Dislocated Workers | 90.8 | 4,640 ----- 5,108 | 98.0 | 72,036,883 ----- 73,524,042 | 0.0 | 0 ----- 4,038 | 6,834 | 27,597,119 ----- 4,038 | 0.0 | 0 ----- 2,181 |
| | | | | | | | | | | |

Table M – Participation Levels

| | Total Participants Served | Total Exiters |
|----------------------------------|---------------------------|---------------|
| Total Adult Customers | 22,431 | 9,975 |
| Total Adults (Self-Service Only) | 0 | 0 |
| WIA Adults | 7,878 | 4,566 |
| WIA Dislocated Workers | 14,784 | 5,512 |
| Total Youth (14-21) | 7,664 | 3,498 |
| Younger Youth (14-18) | 5,677 | 2,474 |
| Older Youth (19-21) | 1,987 | 1,024 |
| Out-of-School | 3,487 | 1,733 |
| In-School | 4,178 | 1,765 |

Table N

| Program Activity | | Total Federal Spending |
|--|---------------|-------------------------------|
| Local Adults | | \$24,317,504.00 |
| Local Dislocated Workers | | \$19,360,711.00 |
| Local Youth | | \$27,183,146.00 |
| Rapid Response (up to 25%) Sec134 (a) (2) (A) | | \$7,757,435.00 |
| Total Statewide Expenditures | | \$10,428,220.00 |
| Statewide Required Activities (up to 15%) Sec134 (a) (2) (B) | | \$4,858,035.00 |
| Statewide Allowable Activities Sec134 (a) (3) | Miscellaneous | \$5,570,185.00 |
| | | |
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| | | |
| | | |
| | Subtotal | \$5,570,185.00 |
| Total of All Federal Spending Listed Above | | \$89,047,016.00 |

**WIA TITLE I ANNUAL REPORT FOR PROGRAM YEAR 2008
TABLE O - LOCAL PERFORMANCE**

PA-Modified Pilot ETA 90910

| | | | |
|--|----------------------------------|---|-------------------------------------|
| Local Area Name Allegheny County Workforce Investment Area | Total Participants Served | Adults | 404 |
| | | Dislocated Workers | 439 |
| | | Older Youth | 264 |
| | | Younger Youth | 555 |
| ETA ASSIGNED # SW 005 | Total Exiters | Adults | 317 |
| | | Dislocated Workers | 204 |
| | | Older Youth | 129 |
| | | Younger Youth | 273 |
| | | Negotiated Performance Level | Actual Performance Level |
| Entered Employment Rate | Adults | 70.0 | 64.6 |
| | Dislocated Workers | 87.0 | 85.7 |
| Retention Rate | Adults | 75.0 | 72.8 |
| | Dislocated Workers | 91.0 | 90.9 |
| Six Months Average Earnings | Adults | 10,000 | 10,001 |
| | Dislocated Workers | 17,500 | 16,858 |
| Placement in Employment or Education | Youth (14-21) | 56.0 | 66.6 |
| Attainment of Degree or Certificate | Youth (14-21) | 56.0 | 74.0 |
| Literacy or Numeracy Gains | Youth (14-21) | 45.0 | 47.9 |
| Description of Other State Indicators of Performance (WIA "136 (d)(1) (Insert additional rows if there are more than two Other State Indicators of Performance. | | | |
| | | | |
| | | | |
| Overall Status of Local Performance | | NOT MET MET | EXCEEDED |
| Comments: | | X | |

**WIA TITLE I ANNUAL REPORT FOR PROGRAM YEAR 2008
TABLE O - LOCAL PERFORMANCE**

PA-Modified Pilot ETA 90910

| | | | |
|--|----------------------------------|---|-------------------------------------|
| Local Area Name Berks County Workforce Investment Area | Total Participants Served | Adults | 59 |
| | | Dislocated Workers | 335 |
| | | Older Youth | 24 |
| | | Younger Youth | 68 |
| ETA ASSIGNED # SE 015 | Total Exitters | Adults | 24 |
| | | Dislocated Workers | 86 |
| | | Older Youth | 13 |
| | | Younger Youth | 23 |
| | | Negotiated Performance Level | Actual Performance Level |
| Entered Employment Rate | Adults | 86.0 | 75.0 |
| | Dislocated Workers | 92.0 | 88.3 |
| Retention Rate | Adults | 91.0 | 76.5 |
| | Dislocated Workers | 92.0 | 90.6 |
| Six Months Average Earnings | Adults | 14,175 | 11,549 |
| | Dislocated Workers | 17,325 | 13,657 |
| Placement in Employment or Education | Youth (14-21) | 67.0 | 80.0 |
| Attainment of Degree or Certificate | Youth (14-21) | 66.0 | 71.4 |
| Literacy or Numeracy Gains | Youth (14-21) | 55.0 | 50.0 |
| Description of Other State Indicators of Performance (WIA "136 (d)(1) (Insert additional rows if there are more than two Other State Indicators of Performance. | | | |
| | | | |
| | | | |
| Overall Status of Local Performance | | NOT MET MET X | EXCEEDED |
| Comments: | | | |

**WIA TITLE I ANNUAL REPORT FOR PROGRAM YEAR 2008
TABLE O - LOCAL PERFORMANCE**

PA-Modified Pilot ETA 90910

| | | | |
|--|----------------------------------|---|-------------------------------------|
| Local Area Name Bucks County Workforce Investment Area | Total Participants Served | Adults | 82 |
| | | Dislocated Workers | 391 |
| | | Older Youth | 38 |
| | | Younger Youth | 62 |
| ETA ASSIGNED # SE 020 | Total Exitors | Adults | 19 |
| | | Dislocated Workers | 47 |
| | | Older Youth | 16 |
| | | Younger Youth | 41 |
| | | Negotiated Performance Level | Actual Performance Level |
| Entered Employment Rate | Adults | 84.0 | 68.4 |
| | Dislocated Workers | 90.0 | 96.9 |
| Retention Rate | Adults | 87.0 | 86.2 |
| | Dislocated Workers | 92.0 | 88.2 |
| Six Months Average Earnings | Adults | 14,000 | 9,631 |
| | Dislocated Workers | 16,750 | 19,649 |
| Placement in Employment or Education | Youth (14-21) | 65.0 | 66.7 |
| Attainment of Degree or Certificate | Youth (14-21) | 64.0 | 96.6 |
| Literacy or Numeracy Gains | Youth (14-21) | 51.0 | 59.5 |
| Description of Other State Indicators of Performance (WIA "136 (d)(1) (Insert additional rows if there are more than two Other State Indicators of Performance. | | | |
| | | | |
| | | | |
| Overall Status of Local Performance | | NOT MET MET | EXCEEDED |
| | | X | |
| Comments: | | | |

**WIA TITLE I ANNUAL REPORT FOR PROGRAM YEAR 2008
TABLE O - LOCAL PERFORMANCE**

PA-Modified Pilot ETA 9091O

| | | | |
|--|----------------------------------|---|-------------------------------------|
| Local Area Name Chester County Workforce Investment Area | Total Participants Served | Adults | 39 |
| | | Dislocated Workers | 68 |
| | | Older Youth | 22 |
| | | Younger Youth | 22 |
| ETA ASSIGNED # SE 030 | Total Exitters | Adults | 32 |
| | | Dislocated Workers | 66 |
| | | Older Youth | 39 |
| | | Younger Youth | 23 |
| | | Negotiated Performance Level | Actual Performance Level |
| Entered Employment Rate | Adults | 75.0 | 71.4 |
| | Dislocated Workers | 88.0 | 88.2 |
| Retention Rate | Adults | 85.0 | 88.1 |
| | Dislocated Workers | 91.0 | 82.6 |
| Six Months Average Earnings | Adults | 13,725 | 14,923 |
| | Dislocated Workers | 16,750 | 21,564 |
| Placement in Employment or Education | Youth (14-21) | 47.0 | 45.7 |
| Attainment of Degree or Certificate | Youth (14-21) | 52.0 | 100.0 |
| Literacy or Numeracy Gains | Youth (14-21) | 54.0 | 38.2 |
| Description of Other State Indicators of Performance (WIA "136 (d)(1) (Insert additional rows if there are more than two Other State Indicators of Performance. | | | |
| | | | |
| | | | |
| Overall Status of Local Performance | | NOT MET MET X | EXCEEDED |
| Comments: | | | |

**WIA TITLE I ANNUAL REPORT FOR PROGRAM YEAR 2008
TABLE O - LOCAL PERFORMANCE**

PA-Modified Pilot ETA 90910

| | | | |
|--|----------------------------------|---|-------------------------------------|
| Local Area Name Delaware County Workforce Investment Area | Total Participants Served | Adults | 72 |
| | | Dislocated Workers | 125 |
| | | Older Youth | 25 |
| | | Younger Youth | 163 |
| ETA ASSIGNED # SE 035 | Total Exitters | Adults | 40 |
| | | Dislocated Workers | 41 |
| | | Older Youth | 16 |
| | | Younger Youth | 113 |
| | | Negotiated Performance Level | Actual Performance Level |
| Entered Employment Rate | Adults | 82.0 | 60.0 |
| | Dislocated Workers | 90.5 | 76.9 |
| Retention Rate | Adults | 87.0 | 78.9 |
| | Dislocated Workers | 93.0 | 87.3 |
| Six Months Average Earnings | Adults | 12,350 | 14,411 |
| | Dislocated Workers | 18,300 | 16,465 |
| Placement in Employment or Education | Youth (14-21) | 50.5 | 44.4 |
| Attainment of Degree or Certificate | Youth (14-21) | 55.5 | 48.1 |
| Literacy or Numeracy Gains | Youth (14-21) | 51.5 | 96.4 |
| Description of Other State Indicators of Performance (WIA "136 (d)(1) (Insert additional rows if there are more than two Other State Indicators of Performance. | | | |
| | | | |
| | | | |
| Overall Status of Local Performance | | NOT MET MET X | EXCEEDED |
| Comments: | | | |

**WIA TITLE I ANNUAL REPORT FOR PROGRAM YEAR 2008
TABLE O - LOCAL PERFORMANCE**

PA-Modified Pilot ETA 90910

| | | | |
|--|----------------------------------|---|-------------------------------------|
| Local Area Name Westmoreland and Fayette Workforce Investment Area | Total Participants Served | Adults | 627 |
| | | Dislocated Workers | 1,094 |
| | | Older Youth | 130 |
| | | Younger Youth | 403 |
| ETA ASSIGNED # SW 045 | Total Exitters | Adults | 216 |
| | | Dislocated Workers | 351 |
| | | Older Youth | 47 |
| | | Younger Youth | 120 |
| | | Negotiated Performance Level | Actual Performance Level |
| Entered Employment Rate | Adults | 84.0 | 83.1 |
| | Dislocated Workers | 86.0 | 90.6 |
| Retention Rate | Adults | 87.0 | 86.6 |
| | Dislocated Workers | 92.0 | 93.9 |
| Six Months Average Earnings | Adults | 11,500 | 12,043 |
| | Dislocated Workers | 14,000 | 14,916 |
| Placement in Employment or Education | Youth (14-21) | 65.0 | 68.0 |
| Attainment of Degree or Certificate | Youth (14-21) | 70.0 | 69.3 |
| Literacy or Numeracy Gains | Youth (14-21) | 47.0 | 38.2 |
| Description of Other State Indicators of Performance (WIA "136 (d)(1) (Insert additional rows if there are more than two Other State Indicators of Performance. | | | |
| | | | |
| | | | |
| Overall Status of Local Performance | | NOT MET MET | EXCEEDED |
| Comments: | | X | |

**WIA TITLE I ANNUAL REPORT FOR PROGRAM YEAR 2008
TABLE O - LOCAL PERFORMANCE**

PA-Modified Pilot ETA 90910

| | | | |
|--|----------------------------------|---|-------------------------------------|
| Local Area Name Lackawanna County Workforce Investment Area | Total Participants Served | Adults | 75 |
| | | Dislocated Workers | 178 |
| | | Older Youth | 28 |
| | | Younger Youth | 4 |
| ETA ASSIGNED # NE 055 | Total Exitters | Adults | 33 |
| | | Dislocated Workers | 87 |
| | | Older Youth | 18 |
| | | Younger Youth | 11 |
| | | Negotiated Performance Level | Actual Performance Level |
| Entered Employment Rate | Adults | 85.0 | 83.9 |
| | Dislocated Workers | 91.0 | 93.0 |
| Retention Rate | Adults | 89.0 | 85.7 |
| | Dislocated Workers | 91.0 | 88.2 |
| Six Months Average Earnings | Adults | 14,200 | 14,531 |
| | Dislocated Workers | 14,500 | 14,740 |
| Placement in Employment or Education | Youth (14-21) | 67.0 | 75.0 |
| Attainment of Degree or Certificate | Youth (14-21) | 60.0 | 69.6 |
| Literacy or Numeracy Gains | Youth (14-21) | 50.0 | 6.3 |
| Description of Other State Indicators of Performance (WIA "136 (d)(1) (Insert additional rows if there are more than two Other State Indicators of Performance. | | | |
| | | | |
| | | | |
| Overall Status of Local Performance | | NOT MET MET X | EXCEEDED |
| Comments: | | | |

**WIA TITLE I ANNUAL REPORT FOR PROGRAM YEAR 2008
TABLE O - LOCAL PERFORMANCE**

PA-Modified Pilot ETA 9091O

| | | | |
|--|----------------------------------|---|-------------------------------------|
| Local Area Name Lancaster County Workforce Investment Area | Total Participants Served | Adults | 204 |
| | | Dislocated Workers | 296 |
| | | Older Youth | 38 |
| | | Younger Youth | 102 |
| ETA ASSIGNED # SE 060 | Total Exiters | Adults | 133 |
| | | Dislocated Workers | 155 |
| | | Older Youth | 29 |
| | | Younger Youth | 88 |
| | | Negotiated Performance Level | Actual Performance Level |
| Entered Employment Rate | Adults | 85.0 | 74.4 |
| | Dislocated Workers | 90.0 | 91.8 |
| Retention Rate | Adults | 86.0 | 74.3 |
| | Dislocated Workers | 92.5 | 89.4 |
| Six Months Average Earnings | Adults | 12,250 | 12,666 |
| | Dislocated Workers | 17,750 | 16,616 |
| Placement in Employment or Education | Youth (14-21) | 52.0 | 65.8 |
| Attainment of Degree or Certificate | Youth (14-21) | 64.0 | 72.9 |
| Literacy or Numeracy Gains | Youth (14-21) | 45.0 | 40.3 |
| Description of Other State Indicators of Performance (WIA "136 (d)(1) (Insert additional rows if there are more than two Other State Indicators of Performance. | | | |
| | | | |
| | | | |
| Overall Status of Local Performance | | NOT MET MET X | EXCEEDED |
| Comments: | | | |

**WIA TITLE I ANNUAL REPORT FOR PROGRAM YEAR 2008
TABLE O - LOCAL PERFORMANCE**

PA-Modified Pilot ETA 90910

| | | | |
|--|----------------------------------|-------------------------------------|---------------------------------|
| Local Area Name Lehigh Valley Workforce Investment Area | Total Participants Served | Adults | 142 |
| | | Dislocated Workers | 643 |
| | | Older Youth | 43 |
| | | Younger Youth | 319 |
| ETA ASSIGNED # LV 070 | Total Exitters | Adults | 73 |
| | | Dislocated Workers | 267 |
| | | Older Youth | 20 |
| | | Younger Youth | 80 |
| | | Negotiated Performance Level | Actual Performance Level |
| Entered Employment Rate | Adults | 86.0 | 77.6 |
| | Dislocated Workers | 91.0 | 88.1 |
| Retention Rate | Adults | 89.0 | 83.6 |
| | Dislocated Workers | 94.0 | 89.6 |
| Six Months Average Earnings | Adults | 13,700 | 14,029 |
| | Dislocated Workers | 16,800 | 16,250 |
| Placement in Employment or Education | Youth (14-21) | 67.0 | 88.8 |
| Attainment of Degree or Certificate | Youth (14-21) | 65.0 | 91.3 |
| Literacy or Numeracy Gains | Youth (14-21) | 53.0 | 48.0 |
| Description of Other State Indicators of Performance (WIA "136 (d)(1) (Insert additional rows if there are more than two Other State Indicators of Performance. | | | |
| | | | |
| | | | |
| Overall Status of Local Performance | | NOT MET MET | EXCEEDED |
| Comments: | | X | |

**WIA TITLE I ANNUAL REPORT FOR PROGRAM YEAR 2008
TABLE O - LOCAL PERFORMANCE**

PA-Modified Pilot ETA 90910

| | | | |
|--|----------------------------------|---|-------------------------------------|
| Local Area Name Luzerne-Schuylkill Counties Workforce Investment Area | Total Participants Served | Adults | 188 |
| | | Dislocated Workers | 411 |
| | | Older Youth | 89 |
| | | Younger Youth | 182 |
| ETA ASSIGNED # NE 075 | Total Exitters | Adults | 75 |
| | | Dislocated Workers | 167 |
| | | Older Youth | 63 |
| | | Younger Youth | 118 |
| | | Negotiated Performance Level | Actual Performance Level |
| Entered Employment Rate | Adults | 78.0 | 81.7 |
| | Dislocated Workers | 89.0 | 86.4 |
| Retention Rate | Adults | 84.0 | 79.4 |
| | Dislocated Workers | 91.0 | 90.4 |
| Six Months Average Earnings | Adults | 12,500 | 10,778 |
| | Dislocated Workers | 15,500 | 15,307 |
| Placement in Employment or Education | Youth (14-21) | 64.0 | 56.6 |
| Attainment of Degree or Certificate | Youth (14-21) | 65.0 | 53.8 |
| Literacy or Numeracy Gains | Youth (14-21) | 51.0 | 50.0 |
| Description of Other State Indicators of Performance (WIA "136 (d)(1) (Insert additional rows if there are more than two Other State Indicators of Performance. | | | |
| | | | |
| Overall Status of Local Performance | | NOT MET MET | EXCEEDED |
| | | X | |
| Comments: | | | |

**WIA TITLE I ANNUAL REPORT FOR PROGRAM YEAR 2008
TABLE O - LOCAL PERFORMANCE**

PA-Modified Pilot ETA 9091O

| | | | |
|--|----------------------------------|---|-------------------------------------|
| Local Area Name Montgomery County Workforce Investment Area | Total Participants Served | Adults | 56 |
| | | Dislocated Workers | 101 |
| | | Older Youth | 55 |
| | | Younger Youth | 329 |
| ETA ASSIGNED # SE 080 | Total Exiters | Adults | 29 |
| | | Dislocated Workers | 47 |
| | | Older Youth | 33 |
| | | Younger Youth | 78 |
| | | Negotiated Performance Level | Actual Performance Level |
| Entered Employment Rate | Adults | 80.0 | 88.0 |
| | Dislocated Workers | 91.0 | 84.1 |
| Retention Rate | Adults | 87.0 | 85.0 |
| | Dislocated Workers | 93.0 | 91.3 |
| Six Months Average Earnings | Adults | 14,000 | 13,423 |
| | Dislocated Workers | 18,500 | 17,624 |
| Placement in Employment or Education | Youth (14-21) | 66.0 | 66.7 |
| Attainment of Degree or Certificate | Youth (14-21) | 65.0 | 71.3 |
| Literacy or Numeracy Gains | Youth (14-21) | 52.0 | 74.4 |
| Description of Other State Indicators of Performance (WIA "136 (d)(1) (Insert additional rows if there are more than two Other State Indicators of Performance. | | | |
| | | | |
| | | | |
| Overall Status of Local Performance | | NOT MET MET X | EXCEEDED |
| Comments: | | | |

**WIA TITLE I ANNUAL REPORT FOR PROGRAM YEAR 2008
TABLE O - LOCAL PERFORMANCE**

PA-Modified Pilot ETA 9091O

| | | | |
|--|----------------------------------|---|-------------------------------------|
| Local Area Name Philadelphia County Workforce Investment Area | Total Participants Served | Adults | 1,181 |
| | | Dislocated Workers | 2,964 |
| | | Older Youth | 262 |
| | | Younger Youth | 1,204 |
| ETA ASSIGNED # SE 090 | Total Exiters | Adults | 894 |
| | | Dislocated Workers | 1,013 |
| | | Older Youth | 178 |
| | | Younger Youth | 655 |
| | | Negotiated Performance Level | Actual Performance Level |
| Entered Employment Rate | Adults | 84.0 | 81.6 |
| | Dislocated Workers | 86.0 | 68.3 |
| Retention Rate | Adults | 87.0 | 78.5 |
| | Dislocated Workers | 89.0 | 87.0 |
| Six Months Average Earnings | Adults | 13,250 | 11,459 |
| | Dislocated Workers | 15,750 | 13,937 |
| Placement in Employment or Education | Youth (14-21) | 54.0 | 34.1 |
| Attainment of Degree or Certificate | Youth (14-21) | 64.0 | 34.7 |
| Literacy or Numeracy Gains | Youth (14-21) | 45.0 | 9.5 |
| Description of Other State Indicators of Performance (WIA "136 (d)(1) (Insert additional rows if there are more than two Other State Indicators of Performance. | | | |
| | | | |
| | | | |
| Overall Status of Local Performance | | NOT MET MET | EXCEEDED |
| Comments: | | X | |

**WIA TITLE I ANNUAL REPORT FOR PROGRAM YEAR 2008
TABLE O - LOCAL PERFORMANCE**

PA-Modified Pilot ETA 90910

| | | | |
|--|----------------------------------|---|-------------------------------------|
| Local Area Name City of Pittsburgh Workforce Investment Area | Total Participants Served | Adults | 252 |
| | | Dislocated Workers | 296 |
| | | Older Youth | 92 |
| | | Younger Youth | 190 |
| ETA ASSIGNED # SW 095 | Total Exitters | Adults | 92 |
| | | Dislocated Workers | 72 |
| | | Older Youth | 69 |
| | | Younger Youth | 132 |
| | | Negotiated Performance Level | Actual Performance Level |
| Entered Employment Rate | Adults | 70.0 | 69.6 |
| | Dislocated Workers | 87.0 | 73.3 |
| Retention Rate | Adults | 75.0 | 67.5 |
| | Dislocated Workers | 91.0 | 88.0 |
| Six Months Average Earnings | Adults | 10,000 | 8,909 |
| | Dislocated Workers | 17,500 | 18,076 |
| Placement in Employment or Education | Youth (14-21) | 56.0 | 63.1 |
| Attainment of Degree or Certificate | Youth (14-21) | 56.0 | 89.0 |
| Literacy or Numeracy Gains | Youth (14-21) | 45.0 | 53.7 |
| Description of Other State Indicators of Performance (WIA "136 (d)(1) (Insert additional rows if there are more than two Other State Indicators of Performance. | | | |
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| | | | |
| Overall Status of Local Performance | NOT MET | | |
| | MET | X | |
| Comments: | | | |

**WIA TITLE I ANNUAL REPORT FOR PROGRAM YEAR 2008
TABLE O - LOCAL PERFORMANCE**

PA-Modified Pilot ETA 90910

| | | | |
|--|----------------------------------|---|-------------------------------------|
| Local Area Name Southern Alleghenies Workforce Investment Area | Total Participants Served | Adults | 315 |
| | | Dislocated Workers | 725 |
| | | Older Youth | 99 |
| | | Younger Youth | 329 |
| ETA ASSIGNED # SA 100 | Total Exitters | Adults | 75 |
| | | Dislocated Workers | 177 |
| | | Older Youth | 29 |
| | | Younger Youth | 114 |
| | | Negotiated Performance Level | Actual Performance Level |
| Entered Employment Rate | Adults | 82.0 | 91.8 |
| | Dislocated Workers | 92.0 | 88.0 |
| Retention Rate | Adults | 90.0 | 88.7 |
| | Dislocated Workers | 93.0 | 93.8 |
| Six Months Average Earnings | Adults | 12,000 | 12,259 |
| | Dislocated Workers | 13,000 | 13,602 |
| Placement in Employment or Education | Youth (14-21) | 67.0 | 71.8 |
| Attainment of Degree or Certificate | Youth (14-21) | 67.0 | 73.8 |
| Literacy or Numeracy Gains | Youth (14-21) | 47.0 | 30.4 |
| Description of Other State Indicators of Performance (WIA "136 (d)(1) (Insert additional rows if there are more than two Other State Indicators of Performance. | | | |
| | | | |
| Overall Status of Local Performance | | NOT MET MET | EXCEEDED |
| | | X | |
| Comments: | | | |

**WIA TITLE I ANNUAL REPORT FOR PROGRAM YEAR 2008
TABLE O - LOCAL PERFORMANCE**

PA-Modified Pilot ETA 9091O

| | | | |
|--|----------------------------------|-------------------------------------|---------------------------------|
| Local Area Name Tri-County Workforce Investment Area | Total Participants Served | Adults | 104 |
| | | Dislocated Workers | 539 |
| | | Older Youth | 60 |
| | | Younger Youth | 168 |
| ETA ASSIGNED # SW 110 | Total Exitters | Adults | 53 |
| | | Dislocated Workers | 200 |
| | | Older Youth | 29 |
| | | Younger Youth | 75 |
| | | Negotiated Performance Level | Actual Performance Level |
| Entered Employment Rate | Adults | 84.0 | 81.3 |
| | Dislocated Workers | 88.0 | 89.1 |
| Retention Rate | Adults | 85.0 | 73.1 |
| | Dislocated Workers | 93.0 | 87.4 |
| Six Months Average Earnings | Adults | 12,000 | 11,114 |
| | Dislocated Workers | 14,500 | 14,263 |
| Placement in Employment or Education | Youth (14-21) | 64.0 | 76.5 |
| Attainment of Degree or Certificate | Youth (14-21) | 65.0 | 96.4 |
| Literacy or Numeracy Gains | Youth (14-21) | 52.0 | 51.3 |
| Description of Other State Indicators of Performance (WIA "136 (d)(1) (Insert additional rows if there are more than two Other State Indicators of Performance. | | | |
| | | | |
| Overall Status of Local Performance | | NOT MET MET | EXCEEDED |
| | | X | |
| Comments: | | | |

**WIA TITLE I ANNUAL REPORT FOR PROGRAM YEAR 2008
TABLE O - LOCAL PERFORMANCE**

PA-Modified Pilot ETA 90910

| | | | |
|--|----------------------------------|-------------------------------------|---------------------------------|
| Local Area Name North Central Workforce Investment Area | Total Participants Served | Adults | 166 |
| | | Dislocated Workers | 611 |
| | | Older Youth | 52 |
| | | Younger Youth | 103 |
| ETA ASSIGNED # NC 125 | Total Exiters | Adults | 113 |
| | | Dislocated Workers | 153 |
| | | Older Youth | 27 |
| | | Younger Youth | 48 |
| | | Negotiated Performance Level | Actual Performance Level |
| | | | |
| Entered Employment Rate | Adults | 80.0 | 85.1 |
| | Dislocated Workers | 92.0 | 91.7 |
| Retention Rate | Adults | 89.0 | 80.7 |
| | Dislocated Workers | 91.0 | 92.9 |
| Six Months Average Earnings | Adults | 12,500 | 12,405 |
| | Dislocated Workers | 16,250 | 16,873 |
| Placement in Employment or Education | Youth (14-21) | 66.0 | 75.4 |
| Attainment of Degree or Certificate | Youth (14-21) | 65.0 | 82.3 |
| Literacy or Numeracy Gains | Youth (14-21) | 50.0 | 54.6 |
| Description of Other State Indicators of Performance (WIA "136 (d)(1) (Insert additional rows if there are more than two Other State Indicators of Performance. | | | |
| | | | |
| Overall Status of Local Performance | | NOT MET MET | EXCEEDED |
| | | X | |
| Comments: | | | |

**WIA TITLE I ANNUAL REPORT FOR PROGRAM YEAR 2008
TABLE O - LOCAL PERFORMANCE**

PA-Modified Pilot ETA 90910

| | | | |
|--|----------------------------------|---|-------------------------------------|
| Local Area Name Northern Tier Workforce Investment Area | Total Participants Served | Adults | 81 |
| | | Dislocated Workers | 173 |
| | | Older Youth | 30 |
| | | Younger Youth | 79 |
| ETA ASSIGNED # NT 130 | Total Exitors | Adults | 39 |
| | | Dislocated Workers | 75 |
| | | Older Youth | 18 |
| | | Younger Youth | 27 |
| | | Negotiated Performance Level | Actual Performance Level |
| Entered Employment Rate | Adults | 68.0 | 77.1 |
| | Dislocated Workers | 71.0 | 87.5 |
| Retention Rate | Adults | 82.0 | 78.6 |
| | Dislocated Workers | 92.0 | 87.1 |
| Six Months Average Earnings | Adults | 9,400 | 9,986 |
| | Dislocated Workers | 13,500 | 15,416 |
| Placement in Employment or Education | Youth (14-21) | 51.0 | 83.9 |
| Attainment of Degree or Certificate | Youth (14-21) | 65.0 | 100.0 |
| Literacy or Numeracy Gains | Youth (14-21) | 52.0 | 44.4 |
| Description of Other State Indicators of Performance (WIA "136 (d)(1) (Insert additional rows if there are more than two Other State Indicators of Performance. | | | |
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| | | | |
| Overall Status of Local Performance | | NOT MET MET | EXCEEDED X |
| Comments: | | | |

**WIA TITLE I ANNUAL REPORT FOR PROGRAM YEAR 2008
TABLE O - LOCAL PERFORMANCE**

PA-Modified Pilot ETA 90910

| | | | |
|--|----------------------------------|---|-------------------------------------|
| Local Area Name Pocono Counties Workforce Investment Area | Total Participants Served | Adults | 195 |
| | | Dislocated Workers | 416 |
| | | Older Youth | 66 |
| | | Younger Youth | 195 |
| ETA ASSIGNED # NE 135 | Total Exitters | Adults | 89 |
| | | Dislocated Workers | 197 |
| | | Older Youth | 36 |
| | | Younger Youth | 97 |
| | | Negotiated Performance Level | Actual Performance Level |
| Entered Employment Rate | Adults | 73.0 | 74.1 |
| | Dislocated Workers | 80.0 | 83.5 |
| Retention Rate | Adults | 82.0 | 81.6 |
| | Dislocated Workers | 86.5 | 94.8 |
| Six Months Average Earnings | Adults | 11,250 | 9,783 |
| | Dislocated Workers | 14,250 | 13,922 |
| Placement in Employment or Education | Youth (14-21) | 52.0 | 58.0 |
| Attainment of Degree or Certificate | Youth (14-21) | 64.0 | 48.7 |
| Literacy or Numeracy Gains | Youth (14-21) | 51.0 | 20.0 |
| Description of Other State Indicators of Performance (WIA "136 (d)(1) (Insert additional rows if there are more than two Other State Indicators of Performance. | | | |
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| | | | |
| Overall Status of Local Performance | | NOT MET MET | EXCEEDED |
| | | X | |
| Comments: | | | |

**WIA TITLE I ANNUAL REPORT FOR PROGRAM YEAR 2008
TABLE O - LOCAL PERFORMANCE**

PA-Modified Pilot ETA 90910

| | | | |
|--|----------------------------------|---|-------------------------------------|
| Local Area Name West Central Workforce Investment Area | Total Participants Served | Adults | 289 |
| | | Dislocated Workers | 310 |
| | | Older Youth | 70 |
| | | Younger Youth | 249 |
| ETA ASSIGNED # NW 145 | Total Exitters | Adults | 139 |
| | | Dislocated Workers | 104 |
| | | Older Youth | 32 |
| | | Younger Youth | 87 |
| | | Negotiated Performance Level | Actual Performance Level |
| Entered Employment Rate | Adults | 84.0 | 85.0 |
| | Dislocated Workers | 85.0 | 91.0 |
| Retention Rate | Adults | 85.0 | 86.8 |
| | Dislocated Workers | 90.0 | 93.3 |
| Six Months Average Earnings | Adults | 11,300 | 14,401 |
| | Dislocated Workers | 14,500 | 14,727 |
| Placement in Employment or Education | Youth (14-21) | 61.0 | 93.6 |
| Attainment of Degree or Certificate | Youth (14-21) | 61.0 | 89.6 |
| Literacy or Numeracy Gains | Youth (14-21) | 51.0 | 66.7 |
| Description of Other State Indicators of Performance (WIA "136 (d)(1) (Insert additional rows if there are more than two Other State Indicators of Performance. | | | |
| | | | |
| | | | |
| Overall Status of Local Performance | | NOT MET MET | EXCEEDED |
| | | | X |
| Comments: | | | |

**WIA TITLE I ANNUAL REPORT FOR PROGRAM YEAR 2008
TABLE O - LOCAL PERFORMANCE**

PA-Modified Pilot ETA 90910

| | | | |
|--|----------------------------------|---|-------------------------------------|
| Local Area Name Southwest Corner Workforce Investment Area | Total Participants Served | Adults | 346 |
| | | Dislocated Workers | 327 |
| | | Older Youth | 94 |
| | | Younger Youth | 248 |
| ETA ASSIGNED # SW 165 | Total Exitters | Adults | 223 |
| | | Dislocated Workers | 158 |
| | | Older Youth | 39 |
| | | Younger Youth | 73 |
| | | Negotiated Performance Level | Actual Performance Level |
| Entered Employment Rate | Adults | 86.0 | 87.7 |
| | Dislocated Workers | 91.0 | 93.9 |
| Retention Rate | Adults | 89.0 | 87.4 |
| | Dislocated Workers | 93.0 | 93.1 |
| Six Months Average Earnings | Adults | 13,500 | 12,006 |
| | Dislocated Workers | 16,625 | 15,273 |
| Placement in Employment or Education | Youth (14-21) | 65.0 | 67.0 |
| Attainment of Degree or Certificate | Youth (14-21) | 65.0 | 77.5 |
| Literacy or Numeracy Gains | Youth (14-21) | 54.0 | 72.7 |
| Description of Other State Indicators of Performance (WIA "136 (d)(1) (Insert additional rows if there are more than two Other State Indicators of Performance. | | | |
| | | | |
| | | | |
| Overall Status of Local Performance | | NOT MET MET X | EXCEEDED |
| Comments: | | | |

**WIA TITLE I ANNUAL REPORT FOR PROGRAM YEAR 2008
TABLE O - LOCAL PERFORMANCE**

PA-Modified Pilot ETA 90910

| | | | |
|--|----------------------------------|---|-------------------------------------|
| Local Area Name Northwest Workforce Investment Area | Total Participants Served | Adults | 175 |
| | | Dislocated Workers | 645 |
| | | Older Youth | 120 |
| | | Younger Youth | 188 |
| ETA ASSIGNED # NW 170 | Total Exitters | Adults | 79 |
| | | Dislocated Workers | 255 |
| | | Older Youth | 17 |
| | | Younger Youth | 17 |
| | | Negotiated Performance Level | Actual Performance Level |
| Entered Employment Rate | Adults | 76.0 | 86.0 |
| | Dislocated Workers | 85.0 | 93.2 |
| Retention Rate | Adults | 88.0 | 86.8 |
| | Dislocated Workers | 92.0 | 88.8 |
| Six Months Average Earnings | Adults | 11,500 | 12,712 |
| | Dislocated Workers | 16,750 | 15,451 |
| Placement in Employment or Education | Youth (14-21) | 61.0 | 72.9 |
| Attainment of Degree or Certificate | Youth (14-21) | 65.0 | 80.0 |
| Literacy or Numeracy Gains | Youth (14-21) | 51.0 | 44.6 |
| Description of Other State Indicators of Performance (WIA "136 (d)(1) (Insert additional rows if there are more than two Other State Indicators of Performance. | | | |
| | | | |
| | | | |
| Overall Status of Local Performance | | NOT MET MET X | EXCEEDED |
| Comments: | | | |

**WIA TITLE I ANNUAL REPORT FOR PROGRAM YEAR 2008
TABLE O - LOCAL PERFORMANCE**

PA-Modified Pilot ETA 90910

| | | | |
|--|----------------------------------|---|-------------------------------------|
| Local Area Name Central Workforce Investment Area | Total Participants Served | Adults | 2,661 |
| | | Dislocated Workers | 2,660 |
| | | Older Youth | 159 |
| | | Younger Youth | 329 |
| ETA ASSIGNED # CE 175 | Total Exitters | Adults | 1,715 |
| | | Dislocated Workers | 1,385 |
| | | Older Youth | 69 |
| | | Younger Youth | 116 |
| | | Negotiated Performance Level | Actual Performance Level |
| Entered Employment Rate | Adults | 83.0 | 72.6 |
| | Dislocated Workers | 90.0 | 73.9 |
| Retention Rate | Adults | 87.5 | 86.4 |
| | Dislocated Workers | 92.5 | 88.8 |
| Six Months Average Earnings | Adults | 11,250 | 11,211 |
| | Dislocated Workers | 15,200 | 13,537 |
| Placement in Employment or Education | Youth (14-21) | 63.0 | 71.2 |
| Attainment of Degree or Certificate | Youth (14-21) | 65.0 | 78.5 |
| Literacy or Numeracy Gains | Youth (14-21) | 52.0 | 59.7 |
| Description of Other State Indicators of Performance (WIA "136 (d)(1) (Insert additional rows if there are more than two Other State Indicators of Performance. | | | |
| | | | |
| | | | |
| Overall Status of Local Performance | | NOT MET MET | EXCEEDED |
| | | X | |
| Comments: | | | |

**WIA TITLE I ANNUAL REPORT FOR PROGRAM YEAR 2008
TABLE O - LOCAL PERFORMANCE**

PA-Modified Pilot ETA 90910

| | | | |
|--|----------------------------------|---|-------------------------------------|
| Local Area Name South Central Workforce Investment Area | Total Participants Served | Adults | 159 |
| | | Dislocated Workers | 1,033 |
| | | Older Youth | 144 |
| | | Younger Youth | 167 |
| ETA ASSIGNED # SC 180 | Total Exiters | Adults | 64 |
| | | Dislocated Workers | 205 |
| | | Older Youth | 58 |
| | | Younger Youth | 65 |
| | | Negotiated Performance Level | Actual Performance Level |
| Entered Employment Rate | Adults | 78.0 | 89.9 |
| | Dislocated Workers | 89.5 | 91.5 |
| Retention Rate | Adults | 85.5 | 90.7 |
| | Dislocated Workers | 91.0 | 95.3 |
| Six Months Average Earnings | Adults | 13,000 | 18,569 |
| | Dislocated Workers | 16,500 | 17,311 |
| Placement in Employment or Education | Youth (14-21) | 64.0 | 59.1 |
| Attainment of Degree or Certificate | Youth (14-21) | 60.0 | 47.5 |
| Literacy or Numeracy Gains | Youth (14-21) | 30.0 | 24.0 |
| Description of Other State Indicators of Performance (WIA "136 (d)(1) (Insert additional rows if there are more than two Other State Indicators of Performance. | | | |
| | | | |
| | | | |
| Overall Status of Local Performance | | NOT MET MET X | EXCEEDED |
| Comments: | | | |

APPENDIX

Pennsylvania

WORKFORCE INVESTMENT BOARD

Executive Summary

Council for the Workforce of Tomorrow Report

Pennsylvania Workforce Investment Board Meeting - September 30, 2009

Due to summer scheduling conflicts and the focus on the American Recovery and Reinvestment Act summer youth programs operating across the Commonwealth, the Council for the Workforce of Tomorrow (CWT) has held no formal meeting since the PA WIB met in May. State budget issues, which affect state and local partners in our work, have slowed down movement toward achieving some desired outcomes. Although there are no pressing items for discussion or debate by the Council, PA WIB staff is preparing a briefing packet to keep members informed of on-going work that is continuing to move forward.

The following is a brief update of progress toward the Council's goals, the local Youth Recovery Act work, and the collaboration on these efforts among local Workforce Boards/Youth Councils, the Regional Career Education Partnerships for Youth (RCEPs) Network, local youth serving agencies, and state partners.

CWT Subcommittee Work

The Council's subcommittees continue to work through the activities of their respective Action Plans and make progress toward their goals.

- Subcommittee to: Provide High-Level Professional Development for Teachers and Counselors
 - Existing Educator-in-the-Workplace models have been collected, are being reviewed and will be disseminated for replication across the Commonwealth.
 - Members of this subcommittee are working closely with the PA Department of Education workgroup on implementing the Career Education and Work Standards (CEWS). Using Math-T charts, Career and Technical Education math programs have been developed that align to the 11th grade eligible content standards and as many as ten more career and technical programs will be added this summer; information on implementing Math T-charts was presented at the summer education conference. The PDE group will present examples of their work on the CEWS implementation at the next scheduled CWT meeting.
- Subcommittee to: Increase Work-based Learning Opportunities for PA Youth

- Key message documents continue to be disseminated to local youth council and RCEP coordinators to use when talking with business, educators, students, parents, and other youth-focused partners
- Weekly meetings have been conducted through PDE on the Project 720 Credential, which would define excellence in education and provide multiple options to ensure success for all students. One element of the credential would be for students to have meaningful opportunities to participate in summer jobs, year-round internships and other work-based learning experiences, and earn industry certifications outlined in the PA Career Education and Work Standards. However, this work has not been able to move forward as quickly as planned due to unsettled state budget issues and other priorities at PDE. Hopefully, the work can continue soon and a presentation will be given for full discussion at the next meeting of the Council.
- For the first time in 9 years, all local workforce investment areas are operating Summer Youth Employment Programs (SYEP) across Pennsylvania as required by the American Recovery and Reinvestment Act. These programs provide more young people with career exploration, as well as work readiness and job experiences across the state. More information on the SYEP is found later in this report.
- Subcommittee to: Build Strategies to Re-engage Disconnected Youth
 - After receiving concurrence from the Council and the PA WIB, the work of this subcommittee is at the point where it is ready to test four basic dropout recovery models/strategies to re-engage disconnected youth. The proposed strategies have been submitted to the PA Department of Labor & Industry for further discussion and consideration for possible funding support using the State Leadership portion of the Recovery Act youth funding.

Regional Career Education Partnerships for Youth (RCEPs)

- Working with local WIBs/Youth Councils to recruit and make connections between young people and employers in local Summer Youth Employment Programs
- Network continues to hold regular webinars on topics such as youth engagement, parent and teacher engagement, and most recently, employer engagement. As stated in a previous report, this is peer-to-peer learning. Particular RCEPs who are having success with the approaches they are taking in their respective regions share strategies.
- In June, the RCEP Network hosted the “Powerful Partnerships” training that introduced a framework to sustain partnerships throughout local regions. The Network will pilot tools and strategies to engage in partnership development and develop model techniques to use in LWIAs. The RCEP Network will be re-organizing the website, coming up with webinar topics, creating opportunities to explore new technology and creating teams to address the work of the Network (sustainability, marketing/branding and sharing best practices through technology).

- Final statewide data for the 2008-09-program year (7-1-08 to 6-30-09) will be reported at the September Board Meeting. For this period, to date:
 - 358,000 career awareness/ career development experiences for youth
 - 480 schools are working with RCEPs to connect students to career-related activities
 - 9,500 employers are actively involved with schools and students
 - 10,300 young people have participated in internship/work experience opportunities – of this number more than 800 are out-of-school youth
- Guidelines for RCEP funding for PY 2009 are being finalized and will be released shortly. Funding will be awarded on a competitive basis among the existing RCEPs. Local WIBs will be applicants for funds. Among other requirements, there is an emphasis placed on the Council goals, strengthening and sustaining the partnership and connection to high priority occupations that now include green and energy occupations, among other requirements.

American Recovery and Reinvestment Act - Summer Youth Employment Program

- As stated earlier in this document, all local workforce investment areas are providing Summer Youth Employment Programs (SYEP) across Pennsylvania as required by the American Recovery and Reinvestment Act of 2009, creating more opportunities for more young people to explore careers, become work-ready and get real job experiences across the state. As of this writing, more than 9,400 young people, in and out of school, between the ages of 14 and 24, who are eligible for participation, are receiving these valuable career exposure opportunities and earning a wage this summer thanks to the more than 2,800 public and private sector worksites in all key PA industry clusters. The SYEP officially ends on September 30, 2009. Updated numbers will be presented at the PA WIB meeting.
- The Commonwealth hopes to once again hold the annual PA Youth Services Academy in late fall to share best practices and innovative, exemplary summer programs that can be replicated next summer, should funding remain.

The next meeting of the Council for the Workforce of Tomorrow is scheduled for November 4, 2009.

Respectfully submitted by: Toni Strong
 Director of Workforce Initiatives



American Recovery and Reinvestment Act

Summer Youth Employment Program (SYEP) - 2009

Update to the Pennsylvania Workforce Investment Board (As of September 3, 2009)

Use of the Recovery Act Youth Funding included a particular focus on at-risk young people between the ages of 14 to 24 years old to receive work experiences through the Summer Youth Employment Program (SYEP). The 2009 SYEP period is May 1, 2009 to September 30, 2009, during which time, local workforce investment areas provided age-appropriate activities allowing opportunities for eligible youth to explore careers, prepare for future employment, and experience the real-world work environment.

The only performance outcome required for youth by the Recovery Act is the achievement of work readiness skills through classroom instruction and actual participation in a real-world work environment, for which they received wages. SYEP worksites included private/business, public, non-profit and government sectors. A variety of work experiences, including: paid work experience, on-the-job-training, internship, apprenticeship, and job shadowing, were offered in key industries and occupations, such as: those in Science, Technology, Engineering and Math (STEM), green and energy.

Although the 2009 SYEP is coming to a close, the U.S. Department of Labor (USDOL) granted Pennsylvania a waiver to continue providing work experience opportunities to out-of-school youth ages 18-24 from October 1, 2009 through March 31, 2009, with the hope that continued services to this older youth population could result in permanent jobs. It is important to note that services to those young people ages 22 to 24 are made possible through the Recovery Act funding.

Because of the strategic collaboration of local workforce investment board youth councils, Regional Career Education Partnerships for Youth (RCEPs), and their partners, as well as the successful efforts of dedicated youth staff, local youth service providers and employers, the USDOL is recognizing Pennsylvania for best practices in summer youth employment programming. Philadelphia, Three Rivers, Central PA, Lancaster and Lehigh workforce investment areas have been selected as best practice examples. These and other successful practices will be shared with Pennsylvania's workforce partners at the annual Youth Services Academy planned for early December 2009.

Statewide SYEP participant data and relevant outcomes will be shared with the PA WIB in a subsequent report.

Pennsylvania

WORKFORCE INVESTMENT BOARD

Executive Summary

Economic Competitiveness and Sustainability Committee - Legacy Project Pennsylvania Workforce Investment Board Meeting - September 30, 2009

The Committee is undertaking a project to capture and convey to individuals, who may be the Commonwealth's next leaders, the successes over the past six years and recommendations to strengthen the Commonwealth's workforce development system of the future.

The three Economic Competitiveness and Sustainability Committee co-chairs (Andy Greenberg, Jim Scheiner, & Kevin Walling) have discussed their vision and concerns for the next 18 months, and have developed a strategy for moving forward.

The Committee will use as a foundation, existing research and reports that highlight the strengths and weaknesses of the Commonwealth's workforce development system, and then add to the list of system strengths and weaknesses from the members' own insights and experiences. Other stakeholders will be consulted as the Committee co-chairs consider that doing so would be beneficial to the final deliverable.

The Committee will develop a two-part report. The first part, drawing from existing resources, will be a thorough but brief primer on Pennsylvania's workforce development system as a vehicle for capturing accomplishments to date. The second part will be more analytical and strategic than descriptive. It will discuss in priority order the various workforce development system reforms and the Committee's recommendations about how to proceed in order to maintain the current momentum, while addressing critical weaknesses in the current system. The recommendations will be buttressed with a compelling business case for moving forward with the recommended reforms.

Pennsylvania

WORKFORCE INVESTMENT BOARD

Executive Summary Industry Partnership and Worker Training Activities Report Pennsylvania Workforce Investment Board Meeting - September 30, 2009

Overview

Overall, 82 requests for funding were submitted, including 76 Industry Partnership continuation proposals and six new Industry Partnership proposals, requesting more than 17 million dollars in total grant funding.

Grant Funding Request Background Information and Process Outline

The Industry Partnership (IP) and/or Industry Partnership Worker Training (IPWT) request for proposals was released on May 8, 2009. The 2009-2010 grant guidelines were formulated around the Strategic Industry Partnership Toolkit and reflected the five core competencies as outlined in the toolkit, including industry analysis, capacity building, planning, implementation and evaluation. Eligible applicants were required to partner with their local workforce investment board and submit their proposals by July 13, 2009.

As a condition of the competitive review process, Industry Partnership proposal review teams were identified to insure integrity, and that the procedure for selecting proposals to support would be carried out in accordance with the highest standards of quality and responsibility. The review teams included representatives from the Pennsylvania Workforce Investment Board, the Center for Workforce Information and Analysis, the Bureau of Workforce Development Partnership, as well as industry experts familiar with the Industry Partnership program.

The evaluation criteria were established based on the published grant guidelines and incorporated into the reviewer evaluation form. All reviewers evaluated the submitted proposals based on the identified criteria, and were strongly encouraged to comment on the form by identifying proposal strengths, weaknesses and special conditions. Reviewers recorded a single, overall grade for the proposal prior to attending the Review Team Meetings on August 12 and 14, 2009. The grades assigned by individual reviewers were used only as an initial means of ranking; final ranking resulted after careful deliberation of all proposals by all the panelists assembled together in the review team meeting.

Following the review team meetings, recommendations were presented to Deputy Secretary Fred Dedrick on August 26th.

Pennsylvania

WORKFORCE INVESTMENT BOARD

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Executive Summary **Pennsylvania Center for Advanced Manufacturing Careers**

I. Purpose.

Recognizing that Advanced Manufacturing is a critical economic sector within the Commonwealth requiring a more intensive workforce development focus, the Project for Advanced Manufacturing Careers will create the *Pennsylvania Center for Advanced Manufacturing Careers*. In addition, the Project and Center will explore the implementation of broader initiatives to avert and reverse the decline of manufacturing jobs in Pennsylvania.

II. Project Design.

The Project will be created on September 30, 2009 as an initiative of the Pennsylvania Workforce Investment Board (PA-WIB) and the Pennsylvania Department of Labor and Industry (L&I). The project will be facilitated by the Steel Valley Authority (SVA), which currently manages a 62-county layoff aversion project aimed at retaining manufacturing firms and associated jobs.

The objectives of the Project will include:

- Conducting initial outreach to (1) Pennsylvania manufacturing employers and their associations, (2) unions representing manufacturing employees, and (3) existing industry partnerships. These outreach efforts will focus on identifying and validating potential workforce development strategies, including career paths and associated training programs, to build a strong state-wide Advanced Manufacturing talent pool.
- Identifying and reporting on other impediments to the growth of Advanced Manufacturing employment in Pennsylvania.
- Communicating with key stakeholders state-wide regarding (1) the regional economic benefits of Advanced Manufacturing enterprises, (2) recent Industry Partnership successes in Advanced Manufacturing, and (3) the attractiveness of Advanced Manufacturing career paths for incumbent workers, youth, workers in transition, and veterans returning to private sector employment.
- Developing the *Pennsylvania Center for Advanced Manufacturing Careers*.

III. The Pennsylvania Center for Advanced Manufacturing Careers

The *Pennsylvania Center for Advanced Manufacturing Careers* will be guided by a Leadership Council consisting of manufacturing employers, labor representatives and other leaders in workforce development, economic development and education. The Leadership Council will be tasked with identifying and implementing 3-5 initial priorities for the Center in calendar year 2010.

IV. Project Implementation: (September – December 2009)

- Engage a consultant to serve as the *Project Manager – Pennsylvania Center for Advanced Manufacturing Careers* through an expansion of the existing L&I contract with The Steel Valley Authority – by 9/30/2009.
- Introduce the Center initiative to the full PA WIB for approval at the regular meeting scheduled for 9/30/2009.
- Convene a cross-departmental advisory group consisting of PA-WIB, DCED, L&I, and other representatives who have the authority to deploy and modify resources as necessary - by 11/1/2009.
- Conduct initial outreach for needs assessment and validation with employers, labor organizations and Industry Partnerships (IPs). This outreach will cover all major Pennsylvania regions and will include local WIBS who are known to have successful initiatives underway in support of Advanced Manufacturing - by 12/15/2009.
- Initial report on project progress to date - by 12/30/2009.

V. Proposed Goals: *Pennsylvania Center for Advanced Manufacturing Careers* (February 2010 - January 2011)

- Establish a Leadership Council as the Center's governing body and finalize 3-5 key priorities for CY2010 – by 2/22/2010.
- Establish working groups to develop action plans to address each of the key priorities.
- Develop and implement communications plan.
- Continue and extend state-wide employer outreach.
- Benchmark existing best practices in manufacturing centers of excellence outside of Pennsylvania.
- Complete a final report on the prospects and developmental steps to establish the Pennsylvania Center for Advanced Manufacturing Careers on a permanent basis.
- Recommend the implementation of broader long-term initiatives to avert and reverse the decline of manufacturing jobs in Pennsylvania.

Pennsylvania

WORKFORCE INVESTMENT BOARD

Executive Summary

Pennsylvania Center for Health Careers Report

Pennsylvania Workforce Investment Board Meeting - September 30, 2009

Allied Health Working Group

The Allied Health Workgroup met on Thursday, August 13, 2009. The group reviewed a possible proposal for initiating an image campaign targeting specific allied health occupations that could serve as job opportunities for unemployed or dislocated workers across the state. In addition, the group reviewed the results of the Educational Capacity survey that was administered in May of this year. While specific trends were hard to identify, the data was useful in bringing to light some of the effects of the recession on allied health programs statewide.

Several members of the group will also be focusing on gathering survey data from employers regarding allied health occupations that are currently in demand given the economic environment. Additionally, the committee will be working to formulate recommendations for focus areas for the statewide RECOVERY ACT health care grant proposal, which is due for submission on October 5, 2009.

Health Careers Week

Planning for Health Careers Week 2009 has reached completion. Packets containing an informational flyer, guidelines for the 2009 Health Care Hero Contest, a Health Careers Week 2009 Fact Sheet, and a letter to principals from Governor Rendell were mailed to local workforce investment boards at the end of March. Local WIBs have disbursed the materials to all middle and high schools in their areas. Health Care Hero nominations are due to the Local WIBs by October 2, 2009. Judging of a statewide winner will take place in late October.

Since this year's Kick-Off event falls so close to Veteran's Day, the planning committee has secured armed forces representatives from both nursing and allied health professions to be present at the exhibition. Once again, five regional winners and one statewide winner will be selected as Health Care Heroes. They will receive their awards and recognition at the event. Planning for Health Careers Week 2010 is well underway.

Direct Care Workgroup

The Direct Care Workgroup has continued to work with PHI (Paraprofessionals Healthcare Institute) to finalize the revised model curriculum proposed for the training of direct care workers across the state. The Workgroups are also collaborating with the PA Department of Education (PDE), the PA Department of Public Welfare (DPW), and the PA Department of Aging (Aging), since these are all major stakeholders in the project.

Both the Scope of Work and Competency Task Forces have achieved their goals of developing a scope of work and an established set of competencies for both the 1st level Personal Care

Attendant and 2nd level Nurse Aide/Home Health Aide. These will be presented to the Overall Workgroup at their next meeting in late September.

Additionally, an interagency committee has been formed, which consists of high level executives representing the PA Departments of Health, the PA Department of Labor & Industry (L&I), DPW, Aging and Office of Long-Term Living, PA Department of State, and PDE. All of these agencies are stakeholders in the nurse aide training and credentialing process, and have been meeting to discuss the direct care worker project and possibilities for collaboration to streamline procedures. Currently, the PA Department of Education and the PA Center for Health Careers (PCHC) are working to conduct roundtable discussions with nurse aide faculty and faculty coordinators to gather information on projected faculty shortages in the coming 3-5 years.

Best Practices Conference

The 2010 Best Practices Conference will be held on Thursday, April 15, 2009. The event will be held at the Sheraton Harrisburg/Hershey and will, once again, include a pre-conference dedicated to advancements in clinical simulation technology. Dr. Ed O'Neill will serve as the keynote speaker. Additionally, the Health Care Industry Partnership Symposium will take place the day before the conference on April 14, 2009, at the same location.

A Call for Abstracts has been sent out to several health care facilities, organizations, and educational institutions across the Commonwealth. All abstracts are due to the PA Center for Health Careers by September 30, 2009. This year's conference will focus on the Nursing, Direct Care, Allied Health, Simulation Technology, and Retention aspects of health care.

Nursing Committee

The Nursing Committee, formerly the Clinical Education Committee, held a meeting in Harrisburg on June 15, 2009. The PA Center for Health Careers has applied for entrance into the "Forum of State Nursing Workforce Centers", which will expose Pennsylvania to greater funding and informational opportunities regarding the nursing workforce.

The committee is also revisiting several of the recommendations outlined in their 2006 report in order to prioritize their next steps. Additionally, the group is looking to collaborate with the PCHC's Supply and Demand Workgroup to gather data on nursing faculty shortages that exist throughout Pennsylvania. The committee's next meeting is scheduled to take place in early fall.

Supply and Demand Working Group

The Supply and Demand Working Group held a meeting on May 11, 2009. The purpose of this meeting was to bring together employers from acute care facilities across the state to discuss how the current economic recession has affected RNs and LPNs in acute care. Several health system and hospital administrators were in attendance, as well as representatives from nursing associations across the state.

Overall, the group seemed to agree that there is a diminished need statewide for LPNs in acute care, but there remains a strong demand for those individuals in long-term care. Also, currently, the greatest shortage in acute care is for advanced practice nurses and clinical nurse leaders. Possible employment opportunities for recent nursing graduates were also discussed. The information gathered on the call will be used to develop talking points for the PCHC to respond to workforce issues affected by the economic downturn.

Retention of Health Care Workers Committee

The Retention of Health Care Workers Implementation Subcommittee has had several discussions since the overall committee meeting on February 6, 2009. The Implementation Subcommittee has developed a robust plan for addressing several of the recommendations outlined in their 2006 report. The overall committee has reviewed and approved the implementation plan. It will be presented at the September 30th PA WIB meeting. Upon review and approval by the PA WIB, the Committee will begin taking steps to secure funding and support for implementation of their proposed initiatives.

Pennsylvania

WORKFORCE INVESTMENT BOARD

Executive Summary

Task Force on Adult Learning - Degree and Certification Completion Subcommittee Pennsylvania Workforce Investment Board Meeting - September 30, 2009

The goal of the *Subcommittee on Degree and Certification Completion* was to develop recommendations to facilitate adult degree and credential completion, and to identify ways to create continuity of resources, outreach, access, and to identify “dollars to support systems.” These recommendations would be brought to the *PA WIB’s Task Force on Adult Learning*, who would then present them to the full *PA Workforce Investment Board*.

Background: According to the Lumina Foundation, the United States will fall 16 million degrees short of the number needed to match leading nations in the percentage of adults with a college degree, and to meet the workforce needs of 2025. Over 1.4 million Pennsylvanians have some college, but no degree; and, concurrently, Pennsylvania’s college participation rate for 25-39 year olds with only a high school diploma was only 60 percent of the national rate.

Adults face barriers to completing a certificate or degree that are substantively different than barriers faced by traditional students. The Degree and Certification Completion Subcommittee of the Pennsylvania Workforce Investment Board has spent the last year diligently pursuing clarification of the barriers to successful adult degree or certification completion, and has developed recommended solutions to address the barriers of preparedness, affordability, articulation, and cultural misalignment.

Preparedness refers to the individual’s readiness for college-level or postsecondary training and education -- having the knowledge and skills to re-enter a degree or certificate course of study. Even adults with some college credits, because they have been out of an academic setting for many years, may find themselves under-prepared for the rigors of postsecondary education and training.

Affordability addresses the challenge of identifying and accessing the financial resources necessary for an adult student to successfully complete a program of study to obtain a credential or degree. The challenge for adult students is being able to pay tuition and fees to complete a degree or certificate program. Many fail to qualify for financial aid because they enroll for too few credit hours to meet grant and loan program requirements. At the same time, such limited part-time enrollment is a necessity, to minimize foregone wages so that they can continue to meet their full adult financial obligations.

Articulation refers to agreements between institutions that permit students to move from one course, program, or educational level to the next without loss of time or resources. Adult

students with some college credit must find an institution that recognizes their previous work to date and offers a clear, efficient path to completion of the student's chosen degree or credential. Articulation issues can be a particular barrier for adult students who may not be able to afford the cost of lost credits, or have the schedule flexibility to take only the classes they know will someday transfer.

Returning adult students must overcome family and community cultures that do not place priority value on degree or certificate completion; and overcome a lack of understanding of the postsecondary education system challenges and rewards. In some cases, the barrier is the internal academic culture that is designed for traditional students, and not for returning adult students with established lives and commitments.

Work of the Subcommittee: The Subcommittee has met almost monthly beginning in May 2008. The April 2009 meeting of the Task Force on Adult Learning – originally scheduled to be the final meeting -- generated lively and productive discussion about the refined recommendations and overall impact of the Degree and Certification Completion report. Major revisions ensued and were circulated back to the Task Force members. The Task Force convened for their final meeting at the end of July 2009 to finalize the recommendations. The members suggested a few additional minor changes, for inclusion in the final report to be forwarded to the full PA WIB.

These final recommendations are the product of the Subcommittee's and Task Force's research into and discussion of, best practices across the country and the Commonwealth with regard to adult outreach and adult degree completion efforts by institutions and organizations. The report's acknowledgements reflect the broad base of stakeholders involved in formulating and finalizing the recommendations. The report before the PA WIB is the culmination of sixteen months' dedicated effort by members of both the Degree and Certification Completion Subcommittee and the members of the full Task Force on Adult Learning. The recommendations embody changes that the Task Force deems to be the most critical if the Commonwealth is going to attain its goal of increasing by 25% the number of Pennsylvania adults who possess nationally recognized industry-ready credentials in high-wage, high demand careers by 2015.

Given that the best predictor of future success is past success, and that the most efficient means for quickly improving the educational attainment of Pennsylvania's labor force is to focus on those individuals with some college experience, the Degree and Certification Completion Subcommittee of the Task Force on Adult Learning requests the PA WIB's endorsement in urging and encouraging those institutions and departments across the Commonwealth to join in taking action, according to the Subcommittee's recommendations, to significantly increase the number of adults in Pennsylvania with a degree or certificate.

Pennsylvania

WORKFORCE INVESTMENT BOARD

Executive Summary **PA Department of Labor and Industry - Energy Initiatives Report** **Pennsylvania Workforce Investment Board Meeting - September 30, 2009**

Weatherization Assistance Program (WAP)

The American Recovery and Reinvestment Act of 2009 (RECOVERY ACT) will provide Pennsylvania's Weatherization Assistance Program (WAP) with an additional \$252.8 million in funding that must be fully expended prior to March 31, 2012. This represents a funding increase of about five times the usual amount of yearly funding.

The PA Department of Community and Economic Development (DCED) is responsible for developing and implementing Pennsylvania's plan for the proper and effective use of these funds. Due to the enormous increase in funding, the PA Department of Labor and Industry (L&I), in conjunction with DCED, was tasked with developing a training plan to address the proportional increase of work.

A copy of Pennsylvania's proposed weatherization plan and proposed weatherization training plan can be viewed at: www.newpa.com

According to these plans, Pennsylvania will require that all workers utilizing federal funds to perform weatherization work, be certified to show that they have the appropriate competencies to perform their particular duties, whether they are employed by a WAP contractor or by a subcontractor. For example, an individual must be certified as a crew chief in order to perform the work of a crew chief using WAP funding.

DCED and L&I, in conjunction with the Pennsylvania College of Technology, have created three certifications for this work: Installer, Crew Chief, and Auditor. There have been processes created for certifying workers who are currently employed by a WAP provider. There are also processes for those that are experienced in weatherization, but have not completed any coursework at the Weatherization Training Center (WTC), such as subcontractors or other workers from the Building & Trades Industry with little or no experience in weatherization work.

There will also be a process to certify people with no weatherization or construction background, using an intake system through regional PA CareerLink® offices. This process would include: a background check, skills assessment, orientation to weatherization careers, and a manual dexterity test, before the applicant would be eligible for subsidized training.

Pennsylvania's goal over the next three years is to weatherize at least 29,000 homes. This will require that work begin as soon as possible. To accomplish this, L&I and DCED intend to establish a minimum of seven training centers around the Commonwealth. Training centers are being selected in a competitive process that began in August. Workers will only be able to receive their certifications after successful completion of the approved curriculum, delivered by a Pennsylvania Certified Weatherization Instructor.

Pennsylvania will certify three types of instructors: those qualified to train Installers and Crew Chiefs, those qualified to train Auditors, and those qualified to teach individual weatherization courses.

Green Jobs Act Grants

The American Recovery and Reinvestment Act of 2009 (RECOVERY ACT) funded the 'Green Jobs Act of 2007', which was initially passed by Congress, but never funded. The Green Jobs Act opened several Grant opportunities. The ones for which the PA Department of Labor and Industry will apply, are listed below:

1) STATE LABOR MARKET INFORMATION IMPROVEMENT Grant

DUE DATE: August 14, 2009 | FUNDING LEVELS: Single State - \$750,000-1.2 million, Multi State - \$2-4 million | AWARDS: 12 | PROJECT PERIOD: 18 months

ELIGIBLE APPLICANTS: State Workforce Agency

REQUIRED PARTNERS: State Labor Market Information and Research entities and the State Workforce Investment Board (WIB)

U.S. DOL-ETA OBJECTIVE: Funds to collect, analyze, and disseminate labor market information, and to enhance the labor exchange infrastructure for careers within the energy efficiency and renewable energy industries

PA L&I OBJECTIVE: \$1.2 million is being requested to accomplish the following three (3) priority activities:

1. Engagement of employers through roundtables, surveys and other methods with the purpose of validating industry data trends and projections that will be used to make policy decisions;
2. Development of a green career tool that identifies opportunities for job creation and market expansion for use by entrepreneurs, employers, workers and public entities; and
3. Retention of green jobs and/or energy subject matter experts to assist in the development of guidance, policy and training.

2) RECOVERY ACT - STATE ENERGY SECTOR PARTNERSHIP (SESP) AND TRAINING GRANTS

DUE DATE: October 20, 2009 | FUNDING LEVELS: \$2-6 million | AWARDS: 31 | PROJECT PERIOD: 36 months

ELIGIBLE APPLICANTS: State WIB

REQUIRED PARTNERS: State Workforce Agency; Local WIBs or regional consortia of WIBs; and One-Stops

U.S. DOL-ETA OBJECTIVE: These funds will be used to invest in workforce sector strategies that target energy efficiency and renewable energy industries. DOL encourages a strategic planning process that aligns the Governor's overall workforce vision, State energy policies, and local and regional training activities that lead to employment in targeted industry sectors. This strategic planning process is an opportunity to develop a statewide energy sector strategy through a comprehensive partnership and development of a Sector Plan. U.S. DOL's goal is to foster the development of a national workforce that is ready to meet the demands of the energy efficiency and renewable energy industries.

PA L&I OBJECTIVE: \$6 million is being requested to create new, as well as strengthen existing regional green industry partnerships, which bring together green businesses with overlapping skill needs. In each green industry sub-cluster, industry partnerships will: identify job opportunities, skill gaps and training needs; design workforce services to meet these needs; oversee the selection of vendors; and monitor and report on outcomes.

Seven, geographically defined, regions will engage stakeholders and oversee strategic planning for effective workforce development related to the implementation of Act 129. The regional groups will disseminate labor-market research; provide information sharing and cooperation to prevent duplication of workforce services; identify training gaps; and curriculum and credential development, articulation agreements and career ladders.

At the state level, a new PA Center for Green Careers (PCGC), modeled after PA's Center for Health Careers, will be established. This industry driven PCGC will conduct a program of stakeholder engagement, labor market research, workforce policy development and consensus building.

3) RECOVERY ACT - PATHWAYS OUT OF POVERTY (Keystone Research Center will be lead applicant)

DUE DATE: September 29, 2009 | FUNDING LEVELS: \$2-8 million | AWARDS: 18 | PROJECT PERIOD: 24 months

ELIGIBLE APPLICANTS: National and local entities (non-profits)

REQUIRED PARTNERS: Non-profit organizations; Public workforce system (**Local WIBs and One-Stops**); Education and training community; Public and private employers; and Labor organizations

U.S. DOL-ETA OBJECTIVE: Funds that provide training and placement services to provide pathways out of poverty and into employment within specified industries.

Marcellus Shale

The Marcellus Shale formation contains a largely untapped natural gas reserve. Recent estimates have put the amount of natural gas under Pennsylvania at around 500 trillion cubic

feet of natural gas – enough to fuel the entire U.S. for 20 years. Recent improvements on horizontal drilling and hydraulic fracturing methods are greatly increasing production.

The Marcellus play (area where the natural gas deposit is located) is an attractive target for energy development. The Marcellus wells, which are in production in Pennsylvania, are producing high volumes of clean gas (no need for purification). This play is very close to the high-demand markets of the East Coast.

The Marcellus Shale industry will be providing jobs with a family-sustaining wage, in addition to benefits and career advancement opportunities, to the underserved rural areas of the Commonwealth. The economic impact of Marcellus Shale is immense.

The job impact is also large and diverse. The industry has a need for skilled and unskilled workers, from geologists, lawyers, and managers--to those with a basic education and a solid work ethic.

A July 27, 2009 report from Penn State indicated that the current natural gas workforce is 29,000 (the study is claiming that all Marcellus Shale natural gas companies operating in Pennsylvania had been accounted for). The current projections have the workforce growing to 48,000 jobs by the end of 2009, and to 175,000 by 2020.

The Pennsylvania **Green** Jobs Report

There is no question our nation has a heightened awareness of the environment and a sense of what we need to do to conserve and protect our natural resources. There has, however, been confusion around the term “green,” particularly when it comes to the economy and jobs. In the meantime, industries like renewable energy and energy efficiency continue to grow, and the companies and jobs that most people would associate with a green economy get more attention and investment.

Pennsylvania is poised to become a national leader in creating and fostering a green economy. Not only does the commonwealth have some of the nation’s most advanced energy and workforce development policies, but it also ranks third in the nation in the number of clean energy jobs (2007) according to Pew Charitable Trust. Add to that the fact that the state and federal governments will make more than \$10 billion in innovative public policy investments into the green economy – a vital catalyst for generating jobs.

Pennsylvania defines **green** jobs as:

Jobs that engage workers in the sustainable use and conservation of natural resources, especially energy, water, food, forest, air and other commodities.

It has, however, been somewhat challenging for states to define what green means for workforce development and the greater economy. How do we define green in Pennsylvania, how do we take advantage of the economic opportunity, and what are the implications for the future of our workforce?

Pennsylvania, as a state, has classified green jobs as those that engage workers in the sustainable use and conservation of natural resources, especially energy, water, food, forest, air and other commodities. The first edition of *The Pennsylvania Green Jobs Report*, working with data and information currently available, quantifies jobs that engage workers in the efficient use and conservation of traditional fuels, alternative energy, energy efficient technologies or environmental remediation. The report also:

- Explores green occupations in Pennsylvania including new occupations being created and emerging occupations that are projected to grow, both of which possess skills unique to the green economy; traditional or evolving occupations that will require new skills; and support occupations;
- Defines the green economy and green jobs in relation to Pennsylvania’s workforce and economic development efforts;
- Collects and analyzes national and state research available;
- Identifies, quantifies and projects the growth of green jobs in Pennsylvania that are a result of public policy changes, public sector investments and private sector decisions; and
- Looks ahead to the future of workforce development efforts in a green economy.

To distinctly and fully define the green economy in Pennsylvania, the Department of Labor & Industry:

1. Defined five sectors within the green economy, based on research of the North American Industry Classification System and keeping the following guiding principle in mind:
Green jobs are those that engage workers in the efficient use and conservation of traditional fuels, alternative energy, energy efficient technologies or environmental remediation;
2. Identified 81 green occupations, based on the Standard Occupational Classification structure and research from other states and O*NET. These 81 occupations include those that currently exist and are expected to experience increased demand and/or experience significant changes to the work and/or worker requirements; and
3. Estimated policy-driven green jobs development and calculated projections for growth using the Impact Analysis for Planning (IMPLAN) model.

Pennsylvania's Green Economy

The Pennsylvania Department of Labor & Industry's Center for Workforce Information & Analysis has defined the state's green economy by the following newly identified sectors:



Energy Efficiency:

Includes efforts to reduce energy consumption of existing buildings and industrial processes, efforts to improve the efficiency of new buildings (green building), efforts to reduce energy lost in the distribution of electricity, and "demand management" (e.g., reducing the highest level of demand, "peak demand," because that demand is often satisfied by the most polluting generating capacity).

Sample employers: Civil Engineering Consultants and Building Construction Contractors



Renewable Energy:

Includes the two new industries probably identified most in the public mind with the green economy, wind energy and solar energy, as well as geothermal energy and hydroelectric power.

Sample employers: Wind Turbine Builders and Electric Companies



Clean Transportation:

Includes public transit (rail, subways, and other transit systems) and vehicle manufacturing (automobile, aircraft, and parts manufacturing), increasing portions of which will use fuels other than gasoline and/or use energy more efficiently.

Sample employers: Aircraft Manufacturers and Transportation Management Companies



Pollution Prevention & Environmental Clean-up:

Includes efforts to restore polluted land and rivers to health and also includes clean and green industrial processes that lower toxic emissions in production. Maintenance of water and sewer infrastructure to reduce pollution and "soft" (non-structural) approaches to eliminating contaminants from water are also included in this category.

Sample employers: Scientific Research Facilities and Water Treatment Plant Builders



Agriculture & Resource Conservation:

Includes production of inputs (crops or wood) for bio-fuels; improvement of natural resources and the environment; and sustainable and organic agriculture that maintain or improve land and avoid the use of industrial chemicals.

Sample employers: Corn Farms and Energy Consulting Companies

| Key Pennsylvania Policies Driving Green Job Creation

Pennsylvania's Alternative Energy Portfolio Standards (AEPS) Act (Act 123), signed into law by Governor Rendell on November 30, 2004, requires that electric distribution companies and electric generation suppliers include a specific percentage of electricity (18 percent) from alternative resources in the generation that they sell to Pennsylvania customers. The level of alternative energy required gradually increases according to a fifteen year schedule (2019-2020) found in Act 213. While Act 213, does not mandate exactly which resources must be utilized and in what quantities, certain minimum thresholds must be met—8 percent from Tier I and 10 percent Tier II.

- Tier I includes: solar (which has a guaranteed portion set at 0.5 percent by 2019-2010), wind, low-impact hydro, geothermal, fuel cells, biomass and coal mine methane.
- Tier II includes: demand-side management (energy conservation), distributed generation (personal power), large scale hydropower, waste coal, municipal solid waste (MSW) and wood/pulp.

With the Alternative Energy Portfolio Standards Act as a driving force, Pennsylvania's solar market is approaching \$1 billion per year, wind investments in 2008 alone equaled about \$400 million per year, and this level of annual investment is anticipated to be maintained. Private-sector investments in other renewable sectors are assumed to be lower—\$170 million per year in 2010 to 2012. Given these assumptions for the various sub-clusters within renewable energy, Table 1 shows a total of \$1,570 in investment annually in renewable energy due to the Alternative Energy Portfolio Standards Act, or \$4,710 over three years.

Alternative Energy Investment Fund: Governor Rendell signed the Alternative Energy Investment Act into law on July 9, 2008, creating a \$650 million energy fund, front-loading most of that investment (\$500 million) into the first few years. The Act includes \$180 million to stimulate the growth of solar energy, \$190 million for other Alternative Energy Projects, \$25 million to subsidize energy efficient green buildings, \$40 million for early stage activities in green business development, \$40 million to help low-income customers manage high energy prices, \$25 million for pollution control technology projects, \$50 million in tax credits for alternative energy production, and nearly \$100 million for subsidizing energy conservation for homeowners, small businesses, and low-income families.

Table 1 assumes that Alternative Energy Investment Act investments of \$650 million occur in equal installments over five years, which means that \$390 million occur in three years. Of this three-year total,

- \$240 million is allocated to Renewable Energy based on a five-year total of \$400 million—the \$180 million for solar energy plus \$220 million of the \$280 million total for Alternative Energy Projects, early stage activities in green business development, and tax credits for Alternative Energy Production;
- \$135 million is allocated to Energy Efficiency over three years based on a five-year total of \$225 million, including \$25 million to subsidize energy efficient green buildings, \$40 million for low-income customers to manage high energy prices, \$100 million for subsidizing energy conservation, plus \$60 million of the \$280 million total for Alternative Energy Projects, early stage activities in green business development, and tax credits for Alternative Energy Production;
- \$15 million is for Pollution Prevention and Environmental Clean-Up based on \$25 million over five years for pollution control and technology projects.

These assumptions about the impact of the AEIF assume no leveraging of public with private investment. Some leveraging of this state investment is included in the estimates of the investment impact of the Alternative Energy Portfolio Standards Act and Act 129.

Energy Efficiency:

Act 129 (formerly House Bill 2200) was signed by Governor Rendell on October 15, 2008. This legislation requires electric utilities with at least 100,000 customers achieve a 1 percent reduction in electricity consumption by May 31, 2011, a 3 percent reduction in consumption by May 31, 2013, and a 4.5 percent reduction in peak demand also by May 31, 2013.

The sum total of these other American Recovery and Reinvestment Act funds is \$1.012 dollars. Based on assuming that the \$800 million in competitive grant money splits equally between renewable energy and energy efficiency, Table 1 shows \$512 for energy efficiency and \$500 for renewable energy.

http://www.energy.gov/media/HR_1424.pdf

- a. H₂O PA: \$800 million water and sewer fund for municipalities.
- b. ARRA dollars for Water and Sewer Infrastructure: \$220 million total
- c. PennVest dollars for Water and Sewer Infrastructure—separate from the two previous sources: \$300 million annually

Assuming the H₂O PA monies will be spent in equal allotments over six years (six years is the maximum length of a multi-year H₂O PA grant), \$400 million will be spent in the first three years. The \$220 million in American Recovery and Reinvestment Act dollars should all be spent by the end of 2012. The \$300 million for Penn Vest annually adds up to \$900 million over three years. All three of these sources of water and sewer investment add up to a grand total over three years of \$1.52 billion. (One caveat: while the American Recovery and Reinvestment Act and H₂O PA resources are additional dollars, some of the Penn Vest resources were also allocated in the past and do not represent additional job creation.)

NAICS Industries within Pennsylvania's Five Green Sectors

Agriculture & Resource Conservation

| | |
|--------|--|
| 111000 | Crop Production |
| 113110 | Timber Tract Operations |
| 113210 | Forest Nursery/Gathering Forest Products |
| 113310 | Logging |
| 541320 | Landscape Architectural Services |
| 541360 | Geophysical Surveying & Mapping Services |
| 541370 | Other Surveying & Mapping Services |
| 541690 | Other Technical Consulting Services |
| 924120 | Administration of Conservation Programs |
| 925120 | Urban & Rural Development Admin |

Energy Efficiency

| | |
|--------|--|
| 221330 | Steam & Air-Conditioning Supply |
| 236115 | New Single-Family Housing Construction |
| 236116 | New Multifamily Housing Construction |
| 236117 | New Housing Operative Builders |
| 236118 | Residential Remodelers |
| 236210 | Industrial Building Construction |
| 236220 | Commercial Building Construction |
| 238151 | Residential Glass/Glazing Contractors |
| 238152 | Nonresidential Glass/Glazing Contractors |
| 238161 | Residential Roofing Contractors |
| 238162 | Nonresidential Roofing Contractors |
| 238211 | Residential Electrical Contractors |
| 238212 | Nonresidential Electrical Contractors |
| 238221 | Residential Plumbing/HVAC Contractors |
| 238222 | Nonresidential Plumbing/HVAC Contractors |
| 333414 | Heating Equipment |
| 333415 | AC, Refrig. & Forced Air Heating Mfg |
| 334512 | Automatic Environmental Control Mfg |
| 334513 | Industrial Process Variable Instruments |
| 334514 | Fluid Meters & Counting Devices |
| 335110 | Electric Lamp Bulb & Part Manufacturing |
| 335221 | Household Cooking Appliance Mfg |
| 335222 | Household Refrigerators & Freezers |
| 335224 | Household Laundry Equipment Mfg |
| 335228 | Other Major Household Appliance Mfg |
| 335312 | Motor & Generator Manufacturing |
| 541310 | Architectural Services |
| 541330 | Engineering Services |
| 541350 | Building Inspection Services |
| 541410 | Interior Design Services |
| 541420 | Industrial Design Services |
| 926150 | Licensing/Regulating Commercial Sectors |

Clean Transportation

| | |
|--------|---|
| 324110 | Petroleum Refineries |
| 324199 | All Other Petroleum & Coal Products |
| 336111 | Automobile Manufacturing |
| 336112 | Light Truck & Utility Vehicle Mfg |
| 336120 | Heavy Duty Truck Manufacturing |
| 336213 | Motor Home Manufacturing |
| 336312 | Gasoline Engines & Engine Parts |
| 336350 | Motor Vehicle Power Train Components |
| 336411 | Aircraft Manufacturing |
| 336412 | Aircraft Engine & Engine Parts |
| 336611 | Ship Building & Repairing |
| 336612 | Boat Building |
| 336991 | Motorcycle, Bicycle & Parts Mfg |
| 541614 | Process & Logistics Consulting Services |
| 926120 | Transportation Program Administration |

Pollution Prevention & Environmental Clean-Up

| | |
|--------|---------------------------------------|
| 237110 | Water & Sewer System Construction |
| 335911 | Storage Battery Manufacturing |
| 335999 | Miscellaneous Electrical Equipment |
| 541380 | Testing Laboratories |
| 541620 | Environmental Consulting Services |
| 541710 | Physical/Engineering/Bio Research |
| 562111 | Solid Waste Collection |
| 562119 | Other Waste Collection |
| 562212 | Solid Waste Landfill |
| 562213 | Solid Waste Combustors & Incinerators |
| 562219 | Other Nonhazardous Waste Disposal |
| 924110 | Air, Water & Waste Program Admin |

Renewable Energy

| | |
|--------|---|
| 221111 | Hydroelectric Power Generation |
| 221119 | Other Electric Power Generation |
| 221121 | Electric Bulk Power Transmission |
| 221122 | Electric Power Distribution |
| 237130 | Power/Communication System Construction |
| 237990 | Other Heavy Construction |
| 325199 | All Other Basic Organic Chemicals |
| 333611 | Turbine Generator & Generator Set Units |
| 333911 | Pump & Pumping Equipment Mfg |
| 334413 | Semiconductor & Related Devices |
| 335311 | Electric Power & Specialty Transformers |
| 926130 | Utility Regulation & Administration |

Center for Workforce Information & Analysis – Defined Green Occupations

| SOC Code | SOC Title | 2006 Estimated Employment | Estimated % Growth 2006-2016 | 2008 Average Annual Wage | Educational Level | 2009 PA HPO |
|----------|---|---------------------------|------------------------------|--------------------------|---------------------|-------------|
| 11-3051 | Industrial Production Managers | 6,310 | -1.27% | \$83,230 | Bachelor's Degree | |
| 11-3071 | Transportation, Storage & Distribution Managers | 3,330 | 12.31% | \$88,060 | Work Experience | |
| 11-9011 | Farm, Ranch & Other Agricultural Managers | 12,770 | 11.12% | \$74,080 | Bachelor's Degree + | |
| 11-9012 | Farmers & Ranchers | 33,920 | 2.33% | N/A | Long-Term OJT | |
| 11-9021 | Construction Managers | 9,720 | 9.26% | \$91,710 | Bachelor's Degree | |
| 11-9041 | Engineering Managers | 5,560 | 2.34% | \$112,050 | Bachelor's Degree + | |
| 11-9121 | Natural Sciences Managers | 1,320 | 13.64% | \$157,710 | Bachelor's Degree + | |
| 13-1111 | Management Analysts | 24,930 | 20.18% | \$85,550 | Bachelor's Degree + | HPO |
| 17-1011 | Architects | 5,000 | -0.20% | \$79,190 | Bachelor's Degree | |
| 17-1012 | Landscape Architects | 730 | 1.37% | \$60,720 | Bachelor's Degree | |
| 17-1021 | Cartographers & Photogrammetrists | 230 | 4.35% | \$42,900 | Bachelor's Degree | |
| 17-1022 | Surveyors | 2,130 | 4.23% | \$51,910 | Bachelor's Degree | |
| 17-2021 | Agricultural Engineers | 90 | 22.22% | \$65,310 | Bachelor's Degree | |
| 17-2041 | Chemical Engineers | 1,100 | 10.00% | \$79,070 | Bachelor's Degree | |
| 17-2051 | Civil Engineers | 10,870 | 4.32% | \$73,310 | Bachelor's Degree | HPO |
| 17-2071 | Electrical Engineers | 6,510 | -0.61% | \$81,400 | Bachelor's Degree | |
| 17-2072 | Electronics Engineers | 5,500 | 10.36% | \$84,350 | Bachelor's Degree | |
| 17-2081 | Environmental Engineers | 2,600 | 24.62% | \$82,600 | Bachelor's Degree | HPO |
| 17-2112 | Industrial Engineers | 9,070 | 25.69% | \$73,180 | Bachelor's Degree | HPO |
| 17-2131 | Materials Engineers | 1,400 | -2.86% | \$78,880 | Bachelor's Degree | |
| 17-2141 | Mechanical Engineers | 9,140 | 0.00% | \$74,640 | Bachelor's Degree | |

| SOC Code | SOC Title | 2006 Estimated Employment | Estimated % Growth 2006-2016 | 2008 Average Annual Wage | Educational Level | 2009 PA HPO |
|----------|---|---------------------------|------------------------------|--------------------------|-------------------|-------------|
| 17-3022 | Civil Engineering Technicians | 2,790 | -1.43% | \$41,050 | Associate Degree | |
| 17-3023 | Electrical & Electronic Engineering Technicians | 7,000 | -1.29% | \$49,750 | Associate Degree | |
| 17-3024 | Electro-Mechanical Technicians | 420 | 0.00% | \$39,910 | Associate Degree | |
| 17-3025 | Environmental Engineering Technicians | 1,540 | 16.23% | \$39,750 | Associate Degree | |
| 17-3026 | Industrial Engineering Technicians | 4,150 | 9.64% | \$51,570 | Associate Degree | HPO |
| 17-3027 | Mechanical Engineering Technicians | 2,080 | 1.44% | \$43,430 | Associate Degree | |
| 17-3031 | Surveying & Mapping Technicians | 1,710 | 1.75% | \$34,250 | Moderate-Term OJT | |
| 19-1013 | Soil & Plant Scientists | 220 | 4.55% | \$62,420 | Bachelor's Degree | |
| 19-1031 | Conservation Scientists | 710 | 7.04% | \$46,340 | Bachelor's Degree | |
| 19-1032 | Foresters | 490 | 8.16% | \$49,340 | Bachelor's Degree | |
| 19-2031 | Chemists | 5,030 | 6.36% | \$69,980 | Bachelor's Degree | HPO |
| 19-2032 | Materials Scientists | 620 | 8.06% | \$75,260 | Bachelor's Degree | |
| 19-2041 | Environmental Scientists & Specialists | 1,840 | 16.85% | \$66,020 | Bachelor's Degree | |
| 19-2042 | Geoscientists | 710 | 7.04% | \$69,870 | Bachelor's Degree | |
| 19-2043 | Hydrologists | 130 | 0.00% | \$81,250 | Bachelor's Degree | |
| 19-3051 | Urban & Regional Planners | 1,320 | 6.82% | \$46,550 | Master's Degree | |
| 19-4011 | Agricultural & Food Science Technicians | 590 | 0.00% | \$34,730 | Associate Degree | |
| 19-4031 | Chemical Technicians | 4,550 | 4.62% | \$43,060 | Associate Degree | |
| 19-4091 | Environmental Science & Protection Technicians | 1,450 | 13.10% | \$42,930 | Associate Degree | |
| 19-4093 | Forest & Conservation Technicians | 140 | 0.00% | \$36,030 | Associate Degree | |
| 25-9021 | Farm & Home Management Advisors | 1,410 | -1.42% | N/A | Bachelor's Degree | |
| 27-1021 | Commercial & Industrial Designers | 1,960 | 9.18% | \$50,720 | Bachelor's Degree | |
| 27-1025 | Interior Designers | 1,830 | 2.19% | \$45,290 | Bachelor's Degree | |

| SOC Code | SOC Title | 2006 Estimated Employment | Estimated % Growth 2006-2016 | 2008 Average Annual Wage | Educational Level | 2009 PA HPO |
|----------|---|---------------------------|------------------------------|--------------------------|---------------------------|-------------|
| 37-3011 | Landscaping & Groundskeeping Workers | 42,170 | 15.58% | \$25,860 | Short-Term OJT | |
| 45-2092 | Farmworkers & Laborers, Crop, Nursery & Greenhouse | 30,670 | 7.47% | \$23,250 | Long-Term OJT | |
| 45-4011 | Forest & Conservation Workers | 500 | 8.00% | \$36,400 | Moderate-Term OJT | |
| 47-1011 | Supervisors/Managers - Construction & Extraction Workers | 19,520 | 2.92% | \$62,650 | Work Experience | HPO |
| 47-2031 | Carpenters | 60,420 | 3.19% | \$42,660 | Long-Term OJT | HPO |
| 47-2061 | Construction Laborers | 41,400 | 3.21% | \$33,260 | Moderate-Term OJT | HPO |
| 47-2111 | Electricians | 25,370 | 1.02% | \$54,490 | Long-Term OJT | HPO |
| 47-2121 | Glaziers | 1,530 | 0.00% | \$36,430 | Long-Term OJT | |
| 47-2131 | Insulation Workers, Floor, Ceiling & Wall | 650 | 1.54% | \$41,060 | Moderate-Term OJT | |
| 47-2132 | Insulation Workers, Mechanical | 500 | 0.00% | \$60,410 | Moderate-Term OJT | |
| 47-2152 | Plumbers, Pipefitters & Steamfitters | 16,200 | 1.67% | \$53,550 | Long-Term OJT | HPO |
| 47-2181 | Roofers | 5,280 | 4.36% | \$39,790 | Moderate-Term OJT | HPO |
| 47-4011 | Construction & Building Inspectors | 5,630 | 7.64% | \$45,300 | Work Experience | |
| 47-4041 | Hazardous Materials Removal Workers | 830 | 13.25% | \$41,900 | Moderate-Term OJT | |
| 49-1011 | Supervisors/Managers - Mechanics, Installers & Repairers | 15,440 | 2.07% | \$61,140 | Work Experience | |
| 49-2094 | Electrical & Electronics Repairers, Commercial & Industrial Equipment | 4,490 | 3.79% | \$46,460 | Post-Secondary Vocational | |
| 49-2095 | Electrical & Electronics Repairers, Powerhouse, Substation & Relay | 900 | -15.56% | \$58,450 | Post-Secondary Vocational | |
| 49-9012 | Control & Valve Installers & Repairers | 1,030 | -6.80% | \$44,950 | Moderate-Term OJT | |
| 49-9021 | Heating, Air Conditioning & Refrigeration Mechanics & Installers | 14,180 | 2.47% | \$41,800 | Long-Term OJT | HPO |
| 49-9041 | Industrial Machinery Mechanics | 16,680 | 14.57% | \$43,150 | Long-Term OJT | HPO |
| 49-9042 | Maintenance & Repair Workers, General | 66,390 | 3.84% | \$35,320 | Long-Term OJT | HPO |

| SOC Code | SOC Title | 2006 Estimated Employment | Estimated % Growth 2006-2016 | 2008 Average Annual Wage | Educational Level | 2009 PA HPO |
|----------|--|---------------------------|------------------------------|--------------------------|---------------------------|-------------|
| 49-9051 | Electrical Power-Line Installers & Repairers | 4,150 | 1.93% | \$59,050 | Long-Term OJT | HPO |
| 51-1011 | Supervisors/Managers - Production Workers | 30,450 | -2.04% | \$54,460 | Work Experience | HPO |
| 51-2022 | Electrical & Electronic Equipment Assemblers | 9,430 | -22.69% | \$29,790 | Short-Term OJT | HPO |
| 51-2031 | Engine & Other Machine Assemblers | 1,030 | -5.83% | \$35,640 | Short-Term OJT | |
| 51-4041 | Machinists | 21,300 | 9.95% | \$37,280 | Long-Term OJT | HPO |
| 51-4121 | Welders, Cutters, Solderers & Brazers | 18,400 | 6.20% | \$34,840 | Post-Secondary Vocational | HPO |
| 51-4193 | Plating & Coating Machine Setters, Operators & Tenders | 2,580 | 4.65% | \$31,990 | Moderate-Term OJT | |
| 51-8012 | Power Distributors & Dispatchers | 470 | -17.02% | \$69,500 | Long-Term OJT | |
| 51-8013 | Power Plant Operators | 2,070 | -8.21% | \$55,540 | Long-Term OJT | |
| 51-8021 | Stationary Engineers & Boiler Operators | 1,590 | 1.89% | \$46,010 | Long-Term OJT | |
| 51-8091 | Chemical Plant & System Operators | 2,000 | -0.50% | \$50,450 | Long-Term OJT | |
| 51-9011 | Chemical Equipment Operators & Tenders | 4,370 | 2.75% | \$43,680 | Moderate-Term OJT | |
| 51-9061 | Inspectors, Testers, Sorters, Samplers & Weighers | 23,970 | -5.09% | \$35,050 | Moderate-Term OJT | HPO |
| 51-9141 | Semiconductor Processors | 420 | 0.00% | \$34,170 | Associate Degree | |
| 53-7072 | Pump Operators | 340 | -5.88% | \$35,580 | Moderate-Term OJT | |
| 53-7081 | Refuse & Recyclable Material Collectors | 5,550 | -3.42% | \$32,110 | Short-Term OJT | HPO |