

PARTNER WORK

The Workforce Development Board for the Pittsburgh Area



Building a thriving workforce for the Pittsburgh region.

Board of Directors' Briefing Book

S e p t e m b e r 3 0 , 2 0 2 2



David J. Malone
Chair



BOARD OF DIRECTORS

David J. Malone, Chair
Chairman and CEO, Gateway Financial

Acklin, Kevin
President of Business
Operations
Pittsburgh Penguins

Allen, Will
Managing Partner
Magrac Ventures

Barcaskey, Richard
Executive Director
Constructors Association of
Western PA

Bullock, Dr. Quintin
President
Community College of
Allegheny County

Caplan, Debra
Executive in Residence
The Forbes Funds

Casoli, Rich
President
Beemac Trucking

Coplan, David A.
Executive Director
Human Services Center Corp.

Dalton, Erin
Director, Allegheny County DHS

Dozier, Clarence
Managing Director, Litigation
FedEx

Ellsworth, Laura
Partner4Work Vice Chair
Partner in-Charge of Global
Community Service
Jones Day

Gittlen, Ike
Representative
United Steelworkers

Gonzalez, Gabriella
Program Officer
Richard King Mellon Foundation

Harris, Carey
Chief Executive Officer
Literacy Pittsburgh

Holt, Tim
Senior Director Human Resources
UPMC Insurance Services Division

Katona, Marci
District Administrator
Office of Vocational Rehabilitation

Kelly, Darrin
Partner4Work Secretary
President
Allegheny/Fayette Central Labor
Council, AFL-CIO

Massaro, Steve
Partner4Work Treasurer President
Massaro Construction Group

McEvelly, Katherine
US Head of Human Resource, Vice
President
Covestro

McLaughlin, Caitlin
Chief People Person
LaFayette Square (*pending
reappointment*)

Melcher, Tom
Business Manager
Pittsburgh Regional Building Trades
Council

Mendoza, Brandon
Executive Director
NAIOP Pittsburgh

Nobers, Jeff
Executive Director
Builders Guild of Western PA

Pipitone, Scott
President and CEO
Pipitone Group

Pollard, Joshua
President and CEO
Omicelo

Rendulic, Mark
Market President
Citizens Bank

Rupert, Duke
Chief Operating Officer
Allegheny General Hospital

Staszko, Frank
Assistant Regional Director
PA Department of Labor and
Industry, Bureau of Workforce
Partnerships and Operations

Thomas, John
Chief Financial Officer
ECHO Realty

Topoleski, Linda
Vice President, Workforce
Operations and Programs
Allegheny Conference on
Community Development

Washington, Dr. Nancy
Director, Allegheny Housing
Rehabilitation Corporation

Williamson, Sam
Chair
Urban Redevelopment Authority
Western PA Area Leader, 32BJ
Service Employees International
Union

Partner4Work Board of Directors' Meeting 8:30 a.m. September 30, 2022

Via Zoom: <https://us02web.zoom.us/j/84456086958?pwd=S0N0UXlrbVpVdGcXEVU28wTUlpSF05OT09>

In person: PA CareerLink® Pittsburgh/Allegheny County Downtown office, 914-922 Penn Avenue

1. Welcome and roll call

David J. Malone, Chair

2. General Business – Consent Agenda

- **APPROVE** Minutes from June 24, 2022
- **ACKNOWLEDGE** The actions taken by the Executive Committee since the last Full Board meeting.
 - **Accept** Minutes from June 10, 2022 (<https://www.partner4work.org/document/executive-committee-agenda-and-materials-for-sept.-16-2022/>)
 - **Accept** all funds since the last Executive Committee meeting
 - Learn & Earn County \$700,000
 - Learn & Earn City \$1,500,000
 - The Pittsburgh Foundation for Learn & Earn \$100,000
 - Jefferson Regional \$90,000
 - CareerWork\$ \$30,000
 - Bank of America \$65,000
 - **Approve** contracts
 - Pathways Home**
 - Center for Employment Opportunities \$172,800
 - Title I, Adult & Dislocated Worker, CareerLink**
 - Dynamic Workforce Solutions \$1,825,000
 - Industry Recognized Training Programs**
 - Parkway West Career & Tech Center \$13,200
 - Forbes Road Center for Career & Tech Education \$13,200
 - Steel Center for Career & Tech Education \$13,200
 - McKeesport Area School District \$13,200
 - A.W. Beattie \$13,200

3. Committee Reports

a. Audit and Finance

Steve Massaro and Kristin Kramer

4. Presentation and Discussion with Literacy Pittsburgh

Carey Harris

5. CEO Report

Rob Cherry, CEO

6. Other Business

7. Open Forum and Public Comment

Speakers are limited to three (3) minutes

8. Adjournment and Tour of PA CareerLink® Pittsburgh/Allegheny County Downtown

Minutes of Partner4Work Board of Directors' Meeting

8:30 a.m. June 24, 2022

(The full recording can be found at <https://www.youtube.com/watch?v=rQMPpWgzKTw>)

Board Members Present

Allen, Will
Bullock, Dr. Quintin
Caplan, Debra
Coplan, Dave
Dalton, Erin
Dozier, Clarence
Ellsworth, Laura
Gittlen, Ike
Harris, Carey
Holt, Tim
Malone, David
Massaro, Steve
McEvelly, Katherine
Nobers, Jeff
Rupert, Duke
Staszko, Frank
Topoleski, Linda
Washington, Dr. Nancy
Williamson, Sam

Board Members Absent

Acklin, Kevin
Barcaskey, Rich
Casoli, Rich
Gonzalez, Gaby
Katona, Marci
Kelly, Darrin
Melcher, Tom
Mendoza, Brandon
Pipitone, Scott
Pollard, Josh
Rendulic, Mark
Thomas, John

Guests Present

Bish, Dan (Allegheny County DHS)
Chizeck, Seth (Allegheny County DHS)
Higgins, Kiara (Dynamic Workforce Solutions)
Jutca, Alex (Allegheny County DHS)
Lampman, Chester (Labor & Industry)
Leisten, Terri (Dynamic Workforce Solutions)
Nestor, Jennifer (Labor & Industry)
Sostek, Karen (Dynamic)

Staff Present

Cherry, Rob
Kramer, Kristin
Pajewski, Jennifer
Puskar, Susie
Wesley, Dr. Carl

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

Chair David Malone called the meeting to order at 8:34 a.m. with the following announcements:

- A quorum was present.
- Staff, board members, and guests were asked to acknowledge their participation in the chat feature.
- A link to the agenda was posted in the chat.
- An introduction of Dr. Carl Wesley, Chief Program and Innovation Officer.

CONSENT AGENDA

No one wished to discuss any item in more detail for separate treatment.

- **APPROVE** Minutes from March 25, 2022
- **ACCEPT** \$90,000 from Jefferson Regional Foundation for Career Expansion Sites, Labor Market Data, and BankWork\$ Training
- **APPROVE** changes to the WIOA/TANF Youth Eligibility Policy
- **ACKNOWLEDGE** The actions taken by the Executive Committee since the last Full Board meeting.
 - **Accept** Minutes from March 11, 2022
(<https://www.partner4work.org/document/executive-committee-agenda-and-materials-for-june-10-2022/>)
 - **Accept** funds received since the last Executive Committee meeting
 - \$265,000 from Eden Hall to support P4W’s research and policy department
 - \$125,000 from JP Morgan Chase to support Learn & Earn
 - \$8,000 from Citizens Bank to support Learn & Earn
 - \$50,000 from Highmark to support Learn & Earn (\$45,000 general; \$5,000 corporate)
 - **Approve** the revised Individual Training Account, Eligible Training Provider, and Priority of Service policies and the new Complaint/Grievance policy

There were no objections or abstentions; the action items were approved.

- **Approve** contracts:
 - **Heath care Industry Partnership**
 - DB Grant Associates \$135,000
 - The Kaiser Group (DE) LLC dba Dynamic Workforce Solutions \$150,000
 - **K-12 Career Exploration**
 - Imani Christian Academy \$15,000
 - **Career Services Expansion**
 - Chartiers Community Mental Health \$25,000
 - Monroeville Public Library \$25,000

There were no objections or abstentions; the contracts were approved.

- **Learn & Earn 2022 Providers**
 - Allegheny County; Braddock Youth Project \$61,244
 - Auberle \$210,750
 - Bloomfield-Garfield Corp \$252,900
 - Boys & Girls Club of Western PA \$224,800
 - Center that CARES \$112,400
 - Communities in Schools, Pittsburgh - Allegheny County \$140,500

- Community Empowerment Association \$98,350
- Equus Workforce Solutions \$140,500
- Goodwill of Southwestern PA \$365,300
- Homewood Children's Village \$351,250
- Jewish Family & Community Services \$140,500
- Legacy Arts Project \$154,550
- Neighborhood Learning Alliance \$421,500
- Phase 4 Learning Center \$421,500
- Pittsburgh Public Schools \$70,250
- Student Conservation Association \$112,400
- The Kaiser Group (DE) LLC dba Dynamic Workforce Solutions \$70,250
- Western Penn Hills Community Action \$70,250
- Youth Enrichment Services \$238,850
- YouthPlaces \$42,150

Dr. Bullock, Deb Caplan, and Laura Ellsworth abstained. There were no objections. The contracts were approved.

- Transitional Jobs
 - Landforce \$84,679
- Contract Addendums
 - Phase 4 Learning Center, Inc. \$1,993,537 increase
 - Shift Collaborative \$69,850 increase

There were no objections or abstentions; the contracts were approved.

PY22 Contracts

PY22 EARN/Work Ready

- EARN Educational Data Sysems, Inc. \$1,200,000
- EARN DB Grant Associates \$1,900,000
- EARN/Work Ready Literacy Pittsburgh \$80,000
- EARN Goodwill of Southwestern PA \$650,000
- Work Ready Educational Data Systems, Inc. \$495,000
- Work Ready Grant Associates \$500,000
- Work Ready Goodwill of Southwestern PA \$200,000
- Work Ready Travelers Aid Society of Pittsburgh \$100,000
- EARN Travelers Aid Society of Pittsburgh \$150,000

Carey Harris abstained; there were no objections. The contracts were approved.

Industry-Recognized Training Providers

- Builders Guild of Western PA \$256,074
- Community Kitchen Pittsburgh \$100,000
- Swanco, Inc. dba All-State Career School \$150,000
- Tech Elevator \$100,750
- UPMC Center for High-Value Health Care \$301,573

Deb Caplan, Tim Holt, and Jeff Nobers abstained; there were no objections. The contracts were approved.

WIOA Title I Adult/Dislocated Worker

- Dynamic Workforce Solutions \$1,675,000

- DB Grant Associates, Inc. \$1,625,000
- Jewish Family & Community Services \$120,000

WIOA and TANF Youth

- WIOA Equus Workforce Solutions \$250,000
- TANF Jewish Family and Community Services \$89,000

Clean energy

- Pittsburgh Gateways Corporation \$212,007

There were no objections or abstentions; the contracts were approved.

At the request of Chairman Malone, Rob Cherry briefly presented on a healthcare initiative with Carlow University and AHN to discuss and build the talent pipeline for the region. Specifically, a program will be designed with PPS to prepare 11th and 12th graders with a dual enrollment program and career pathways with family-sustaining jobs. Research and understand the demand and the number of individuals trained to fill the jobs.

Subsequent conversation focused on the pay structure for instructors, collaboration with the Mayor’s office to work more closely with PPS, training and developing community healthcare workers, and providing virtual training opportunities.

COMMITTEE REPORTS

Audit and Finance

Treasurer Steve Massaro and Chief Financial Officer Kristin Kramer reviewed the proposed FY23 budget as presented in the Briefing Book.

- Total budget is \$26,401,000
- Budget increase of \$337,000
- Increasing salary and wages by 6 percent (\$393,000)
- Private contributions of about \$200,000
- WIOA funding is about 47 percent of overall budget; TANF is 31 percent; Learn & Earn is about 16 percent
- Management and General expenditures are about 7 percent of the total budget

On a motion by Carey Harris, seconded by Deb Caplan, the FY23 budget was approved as presented. There were no objections or abstentions.

Youth

Deb Caplan presented briefly on youth:

- July 1 will enter fourth and final year of youth contracts. RFPs for WIOA and TANF will be released late this year
- Learn & Earn: 3,000 applications received; 1,500 young people eligible for the program, surpassing the goal; majority of cohort between 14-16 years old; 38 people in the corporate program.

ALLEGHENY COUNTY DEPARTMENT OF HUMAN SERVICES

Erin Dalton, director of Allegheny County Department of Human Services, introduced Seth Chizeck to present on the benefits cliff. During his presentation, Mr. Chizeck discussed policy changes including:

- Changes to SNAP benefits that are set to expire including a waiver on the work requirement.
- Households receiving SNAP benefits have been given the maximum amount for the size of the household.
- Eligibility for college students was easier.
- Recertification for SNAP benefits reverts to pre-pandemic.
- State pandemic EBT program still active.
- Universal school lunches expire June 30.
- TANF did not change much during the pandemic; enrollment declined during the pandemic.
- Medicaid has had a disenrollment freeze during the pandemic.
- Individuals receiving unemployment insurance benefits during the pandemic were able to access no-premium health insurance through Healthcare.gov.
- Enhanced premium tax credits for those rolling off Medicaid is available through the end of 2022.
- Changes to unemployment insurance.
- No significant changes to SSI.
- LIHEAP increased benefits in 2022.
- Few minor changes to WIC.
- Earned income tax credits for childless workers reverts pre-pandemic.
- Child tax credit expired and will not be extended.
- PA's minimum wage continues to be \$7.25 per hour.
- A single parent with two children must earn \$10.56 per hour to reach the poverty line. The parent must earn \$39.85 per hour to achieve a "living wage."

Mr. Chizeck demonstrated Allegheny County's Family Resource Simulator (<http://frs.nccp.org/tools/frs/index.php?p=1>) results, which simulates a hypothetical family in Allegheny County and the benefits a family receives after incomes rise.

In an example, Mr. Chizeck describes a family of one parent, two young children, and living in Pittsburgh. Mr. Chizeck showed several graphs demonstrating the benefit cliffs presented to the family as the income rises.

Following Mr. Chizeck's presentation, the discussion focused on educating families facing cliffs, remote options going away and presenting childcare challenges, assess and quantify the impact of the loss of benefits on the population Partner4Work serves, advocacy for state and federal policy change, and expanding career pathway models to get lower-skilled individuals into family-sustaining careers.

CEO'S REPORT

CEO Rob Cherry discussed:

- P4W's new policy and research department is expected to produce public-facing research, industry partnerships tasked with gaining intelligence from the business community, project management, and policy and advocacy.
- On Saturday, June 25, a small group of board and non-board members will meet to begin conversations on the role of policy, research, and advocacy in heightening the impact of Partner4Work in the region.
- P4W released an RFQ late last month for a strategic planning consultant. Bidders have until Monday to submit proposals.

- A full strategic planning process with the board, staff and other stakeholders will begin mid-summer and finalized and approved later this year.
- P4W continues to build relationships with the City under the leadership of Mayor Gainey.
- P4W met with Mayor Gainey and Chief of Staff Wheatley to discuss the mayor's priorities and the development of a Pathways to Prosperity plan.
- P4W expects to deliver a presentation to Mayor Gainey and his cabinet on workforce development in general and Partner4Work in particular.
- P4W expects to move to a hybrid meeting model for the September Board meeting in September. For those attending in person, we plan to meet and showcase the new Downtown PA CareerLink on Penn Avenue. A virtual option will be available to those participating remotely.
- An internal online performance evaluation system will be deployed to track performance in real time, leave little to manager subjectivity, and is built on core competencies needed for individual positions at P4W.

OTHER BOARD BUSINESS

No other Board business

NEW BOARD BUSINESS

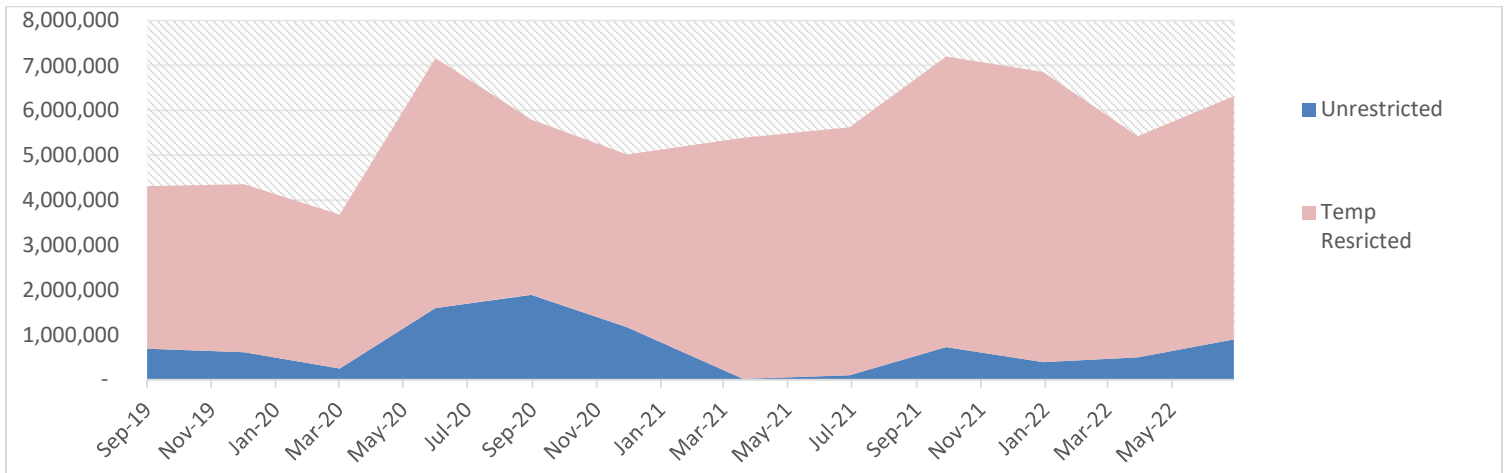
No new Board business

PUBLIC COMMENT

With no additional public comment, the meeting adjourned at 9:52 a.m.

Dashboard Report

Cash Flow Unrestricted and Temp Restricted Funds



Current Assets, Liabilities & Equity

Cash:

Temp Restricted \$5,418,311

Unrestricted \$897,800

Total Cash \$6,316,111

Line of Credit *secured by Money Market*

\$0 of \$500,000

Other Current Assets

Prepaid Expenses \$58,885

Prepaid Insurance \$711

Security Deposit \$6,067

Fixed Assets Net of Depreciation \$128,822

Liabilities

A/P \$5,689,532 (\$5,626,153 due to subrecipients)

PA Unclaimed Property \$0

Accrued Vacation \$82,529

Deferred Rent \$22,425

A/R Clean Up \$128,927

Equity

Unrestricted Net Assets \$898,489

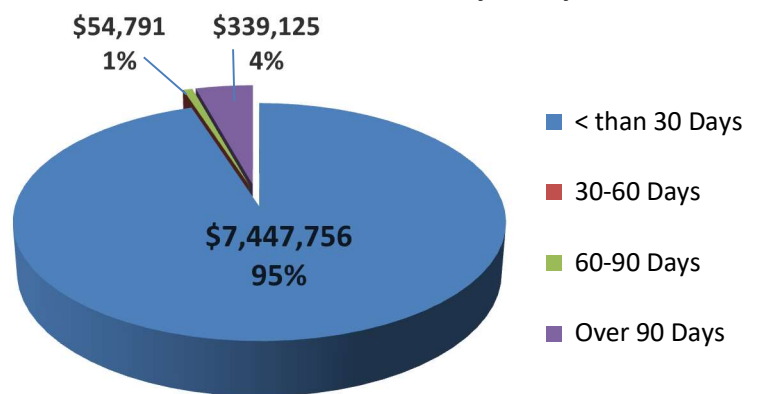
Temp Restricted Net Assets \$7,888,245**

Net Income (\$323,149)

**Career Link \$136,878; M&G \$2,733; Sector Strat. \$899,751; Adult TANF \$3,666,349; L&E \$3,182,533

This is reflective of activity through 7/1/2021

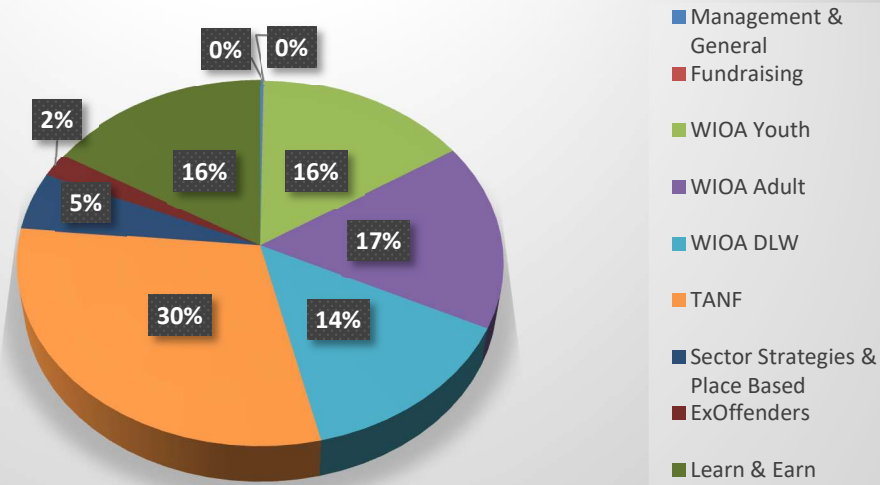
Partner4Work Accounts Receivable \$7,841,672



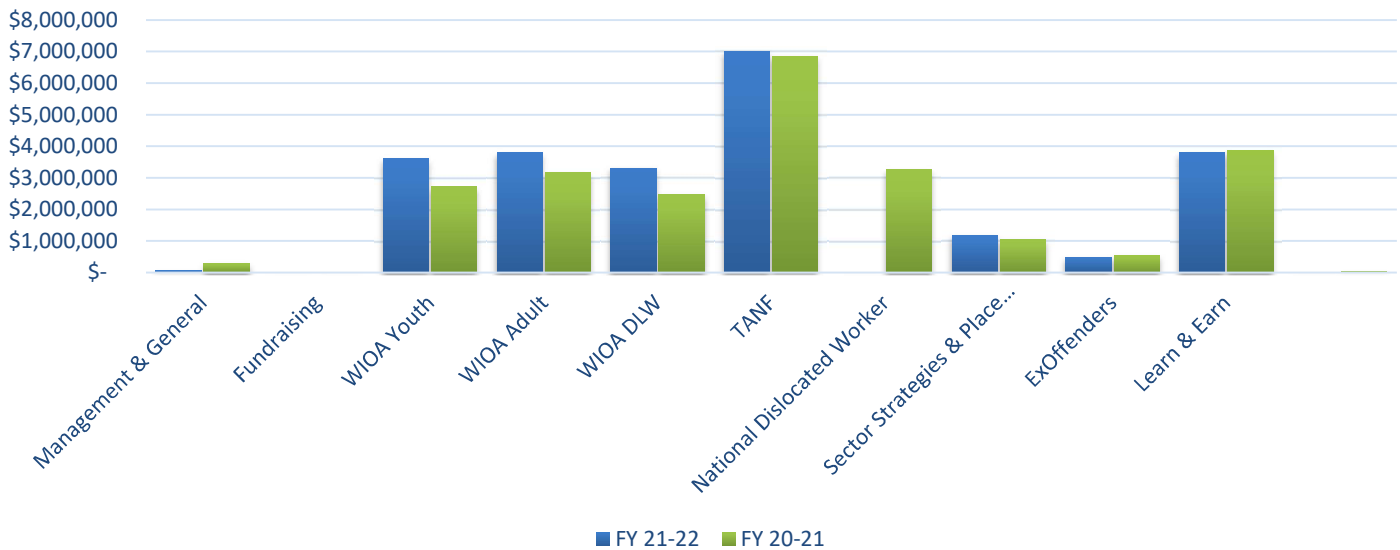
Items over 90+ days: Allegheny County Department of Economic Development \$339,125

Expense section

Total Partner4Work Expenditures \$23,256,639



Expense Comparison FY 21-22 vs. 20-21



Comments

- WIOA Youth is \$892K above prior year. The impact we saw during COVID reduced spending in prior year across the board and this year we see an uptick from providers in spending trends.
- WIOA Adult is \$654K above prior year and WIOA Dislocated Worker is \$797K above prior year. We have added additional Industry Recognized Training Program (IRTP) contracts to enhance our training portfolio. Additionally, we have increased our level of outreach and communications to job seekers in order to drive enrollment levels. Our WIOA dislocated worker programs also increased due the national dislocated worker program ending in prior year.
- TANF funding is \$167K more than last year. EARN and WR providers spent more money this year vs. prior year. Again, COVID reduced spending in prior year.
- National Dislocated worker is \$3.2M below prior year. The program ended March 31, 2021.

Programs to Build Systems

The **Aspen Institute Family Prosperity Project** seeks to expand equitable opportunities for low-income working families by engaging individual employers in adopting family supportive policies and practices that improve job quality. Partner4Work has recently launched [tools](#) on our website focused on employer engagement and job quality.

Work on Partner4Work's **Industry Partnerships** continues building employer-led initiatives:

The **Technology Industry Partnership**, in collaboration with the Pittsburgh Technology Council, is continuing to enroll apprentices in the Software Analyst track with Apprenti Pittsburgh:

- A total of 11 new apprentices started their classroom training in mid-September. And over the first 12 months of this tech apprenticeship model, 28 total job seekers have completed their training and started their on-the-job learning phase with their employers.
- The Tech Industry Partnership and the Pittsburgh Technology Council are working to register additional apprenticeship tracks for careers in Tech, including Cybersecurity and Business Analyst. The first Cybersecurity cohort, with Per Scholas as the training provider, is set to start in early 2023. These additional tracks will continue increasing choice for regional job seekers.
- This month the Partnership has kicked-off its work to develop a DE&I and Job Quality toolkit for employers in the Tech sector, with potential applications for employers across other industries in our region.

The **Financial Services Industry Partnership (FSIP)**, in collaboration with the PA BAnkers Association:

- Continues to work to expand the BankWork\$ program, looking into geographical locations and curriculum expansion, to keep pace with changing customer behavior as communicated by our bank partners. This is being addressed in an ongoing procurement for the program's training provider.
- The Financial Services Industry Partnership is also working with PNC, Dollar, Northwest, and First Commonwealth Bank to build an interactive career pathway tool for jobs in retail banking. This will be a hub of information for regional incumbent workers in the industry and job seekers considering a move into this sector.
- The FSIP is working to integrate training resources and best practices to support and advance Employer Resource Groups within their financial

institutions.

The **Healthcare Industry Partnership team** continues its work to register apprenticeships in several healthcare roles, while building training pipelines for high-demand clinical roles. Currently, UPMC and Partner4Work are working through the application to register a Certified Nursing Assistant apprenticeship with the State's Apprenticeship and Training Office. The goal is to have this program registered by early 2023. Additionally, the Healthcare Industry Partnership is piloting with AHN and UPMC a Medical Assistant Talent Pipeline through which job seekers, with no prior clinical experience, can enter a four-week paid job shadowing program that will transition them into an uncertified Medical Assistant full-time clinical role and lead to the eventual full certification with the support of their employer.

The **Business Education Partnership 4** project supports co-operative education opportunities for youth in Career and Technical Education (CTE) Centers in the county with UPMC, AHN, and the Pittsburgh Airport. Programming is set to begin in October with paid work experience for youth aligned with their programs of study and will conclude by December 31, 2023, resulting in a pipeline of CTE graduates as entry-level employees in the region. Partner4Work is also working with PPS to identify potential strategies for recruiting and supporting a Co-op Coordinator.

The PPS CTE program is partnering with AHN to offer seniors employment through the **Patient Care Tech (PCT) training academy**. Students will complete the PCT training in October 2022 encouraged to use CTE school time as AHN employees. Graduates at the end of the year will be offered full time positions with benefits. Partner4Work is providing project management support for this effort.

K-12 Education

The **K-12 Career Readiness Project** seeks to bolster K-12 educators who are expected to prepare young adults for their future careers but have limited access to labor market information, information on non-traditional post-secondary pathways, and relevant career readiness curriculum. Over the coming months, Partner4Work staff will give presentations to Superintendents, research and analyze market trends, share LMI research in order to build stronger relationships with school districts, and help improve K-12 guidance including Chapter 339 plans.

LMI and Data expansion

Our efforts with **The Jefferson Regional Foundation** look to provide insight concentrated on the Jefferson Regional Service Area through concentrated training programs and providing data to bridge gaps around this specific geographic area. To date we have identified areas of opportunity through building a data plan with The JRF and becoming members of The Jefferson Community Collaborative in order to establish presence in this region while learning from providers who have operated

here historically.

Partner4Work and our regional partners were informed in July 2022 that we did not receive funding for the EDA’s **Good Jobs Challenge**. The grant was enormously competitive, with just 32 out of 509 projects awarded funding. Despite EDA’s decision, Partner4Work and our partners remain committed to the vision outlined in the Good Jobs Challenge proposal we submitted. The team is working with partners to build training programs and advance employer engagement and has engaged the Pittsburgh Area Workforce Funders Collaborative in conversation about system building.

WIOA Performance Negotiations - Program Year (PY) 2022 & PY 2023

From August 2022 - September 2022, Partner4Work coordinated with the PA Department of Labor & Industry to establish WIOA Title I Adult, Dislocated Worker, and Youth negotiated performance levels for PY 2022 and PY 2023. The table below displays the agreed upon negotiated performance levels (pending final approval from PA Department of Labor & Industry).

Allegheny County and City of Pittsburgh Workforce Development Areas

WIOA Performance Measure	PY 2022 Negotiated Level	PY 2023 Negotiated Level
Adult		
Employment Second Quarter after Exit	73%	75%
Employment Fourth Quarter after Exit	72%	73%
Median Earnings Second Quarter after Exit	\$5,700	\$5,900
Credential Attainment Rate	67%	67%
Measurable Skill Gains	53%	55%
Dislocated Workers		
Employment Second Quarter after Exit	77%	80%
Employment Fourth Quarter after Exit	75%	78%
Median Earnings Second Quarter after Exit	\$8,500	\$8,750
Credential Attainment Rate	68%	70%
Measurable Skill Gains	55%	57%
Youth		

Employment Second Quarter after Exit	67%	69%
Employment Fourth Quarter after Exit	60%	61%
Median Earnings Second Quarter after Exit	\$2,300	\$2,500
Credential Attainment Rate	78%	80%
Measurable Skill Gains	80%	82%

Partner4Work Board Policy and Research Meetings

From June 2022 - August 2022, small groups of board members met during a series of three facilitated meetings to set priorities for the newly established Partner4Work Policy and Research Department. A total of seventeen (17) board members participated across the three meetings.

Board members raised many important issues during these meetings; several key areas included:

- The changing nature of work, including the increase in availability and demand for remote work opportunities; changing technology and skills in demand by employers; shifting workforce demographics; and how workers’ expectations of their employers are changing.
- The supply and demand mismatch of workers existing in certain sectors and the role that wage growth and other job quality factors can play in attracting talent.
- The importance of creating greater alignment between the workforce development system, K-12 education, and higher education.
- Additional policy issues, including the potential reauthorization of the Workforce Innovation and Opportunity Act (WIOA), the need for additional workforce development funding, addressing issues of workforce system fragmentation, and easing regulatory restrictions in areas such as data sharing and program eligibility.

Board members emphasized the importance of:

- Leveraging Partner4Work’s assets, including workforce development system data, our network of funded service providers, and the expertise and influence of members of the Partner4Work Board of Directors.
- The importance of knowing the audience of Partner4Work’s policy and research efforts was also emphasized. Diverse stakeholders were noted, including elected officials and regulators, as well as employers, job seekers, young adults, education providers, and other workforce development partners.

These conversations and themes will be integrated into the Partner4Work strategic planning process during Fall 2022.

Name	Extension	Phone	Email
Appasamy, Nina Adult Program Coordinator	205	412-932-2955	nappasamy@partner4work.org
Armstrong, Kaleb Youth Program Coordinator	212	412-785-7247	karmstrong@partner4work.org
Baptiste, Ashley Project Manager	230	412-932-2958	abaptiste@partner4work.org
Barbiaux, Michelle Compliance Specialist	217	412-932-2947	mbarbiaux@partner4work.org
Binnix, James Communications Coordinator	251	412-785-7251	jbinnix@partner4work.org
Broman, Tim L&E Database Specialist	268	412-745-0368	tbroman@partner4work.org
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Christiansen, Mayada Senior Director, Youth Workforce Programs	206	412-552-7094 Cell 412-951-7134	mchristiansen@partner4work.org
Conway, David Industry Partnership Manager	224	412-932-2944 Cell: 505- 288-8282	dconway@partner4work.org
Corbridge, Dillon Data Analyst	255	412-785-7255 Cell: 435-938-8583	dcorbridge@partner4work.org
Crowe, John Project Manager	249	412-785-7249 Cell: 814-571-7148	jcrowe@partner4work.org
Dodson, Ryan Senior Accountant	218	412-932-2940	rdodson@partner4work.org
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Fornari, Emma Compliance Specialist	232	412-932-2949	efornari@partner4work.org
Gagosian, Julia Program Manager, Special Projects	253	412-932-2943 Cell: 617-584-7899	jgagosian@partner4work.org
Hester, Jabriya Fund Development and Policy Coordinator	265	412-745-0265	jhester@partner4work.org
Izimbetova, Raihan Earn and Work Ready Program Manager	203	412-785-7253 Cell: 412-330-7436	rizimbetova@partner4work.org
Jacob, Debra Communications Manager	257	412-785-7257	djacob@partner4work.org
Johnson, Jeanne HR Generalist	223	412-482-5142	jjohnson@partner4work.org
Johnson, Jennifer Accounting Clerk	204	412-552-7092	jjohnson2@partner4work.org
Kadisevskis, Katrina (Kat) Director of Special Projects	231	412-932-2948 Cell: 614-425-6704	kkadisevskis@partner4work.org
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Partner4Work, formerly 3 Rivers Workforce Investment Board, leads the development, integration and implementation of a world-class workforce development system in Pittsburgh and Allegheny County.

Mission

Lead the development, integration, and implementation of a world-class workforce development system in Pittsburgh and Allegheny County.

Vision

We will be a community leader, an innovator, a strong partner, inclusive, a bridge builder between human services and workforce development systems, a model workplace.

Values

We will lead with integrity; treat individuals respectfully and support all individuals in their quest for meaningful employment; be inclusive in recognizing diversity; be excellent stewards of public resources; respect employers' diverse talent needs.

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