

# PARTNER WORK

The Workforce Development Board for the Pittsburgh Area



*Building a thriving workforce for the Pittsburgh region.*

Board of Directors' Briefing Book

**M a r c h 2 9 , 2 0 2 4**



David J. Malone  
*Chair*



**BOARD OF DIRECTORS**

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

**Acklin, Kevin**  
President of Business Operations  
Pittsburgh Penguins

**Allen, Will**  
Managing Partner  
Magrac Ventures

**Barcaskey, Rich**  
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 Mon Valley

**Dalton, Erin**  
Director  
Allegheny County DHS

**Dozier, Clarence**  
Vice President, Safety,  
Sustainability, and Fleet  
Maintenance  
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**  
Vice President, Human Resources  
UPMC Insurance Services Division

**Houser, Crystal**  
Director, PA Dept. of Labor &  
Industry  
Bureau of Workforce Partnerships  
and Operations

**Huey, Terry**  
Acting Director  
Office of Vocational Rehabilitation

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

**LaVallee, Dan**  
Senior Director, Social Impact  
UPMC Health Plan

**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

**Nobers, Jeff**  
Executive Director  
Builders Guild of Western PA

**Rendulic, Mark**  
Market President  
Citizens Bank

**Stewart, Joshua**  
Senior Vice President, Head of  
Talent Acquisition and  
Outreach PNC

**Thomas, John**  
Chief Financial Officer  
ECHO Realty

**Washington, Dr. Nancy**  
Director, Allegheny Housing  
Rehabilitation Corporation

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

**Wheatley, Jake**  
Chief of Staff  
Mayor Ed Gainey

# **PARTNER4WORK BRIEFING BOOK**

March 29, 2024

<b><u>TABLE OF CONTENTS</u></b>	<b><u>PAGE</u></b>
AGENDA	1
<b>MEETING MATERIALS</b>	
Minutes from December 15, 2023	5
Policy recommendation Executive Summary	9
Summary of March 15, 2024, Executive Committee meeting	10
Dashboard Report for 12.31.2023	11
<b>PROGRAM UPDATES</b>	
Program Snapshot	14
Program Updates	20
Q4 2023 LMI report	28
<b>OTHER MATERIALS</b>	
Q1 2024 Earned Media	31
Staff and PA CareerLink®	32

## Partner4Work Board of Directors' Meeting 8:30 to 10 a.m. March 29, 2024

**Via Zoom:** <https://us02web.zoom.us/j/84429276309?pwd=TFVDD2tiMitZenl6VVF1bS9OdnVHZz09>

1. **Welcome and roll call** *David Malone, Chair*

2. **General Business – Consent Agenda**

**ACTION:**

- **Approve** minutes from the December 15, 2023, Board Meeting
- **Approve** the Department of Labor Green Infrastructure Program Policy (summary on page 9, full document included as Attachment A)
- **Approve contracts:**
  - **Business Education Partnership**
    - Parkway Way Career and Technology Center \$3,666
    - Steel Center Career and Technology Center \$3,666
    - Forbes Road Career and Technology Center \$3,666
- **Acknowledge** the activities taken by the Executive Committee since the last Board meeting
- **Approve** minutes from the December 4, 2023, Executive Session of the Executive Committee
- **Acknowledge** the E-vote taken on Feb. 15, 2023, to authorize the transfer of \$1 million from City Dislocated Worker to City Adult and \$800,000 from County Dislocated Worker to County Adult.
- **Accept** all funds since the last Executive Committee meeting
  - \$200,000 from the National Fund for Workforce Solutions to support direct care workers in early childhood education
  - \$250,000 from the Department of Labor and Industry for the construction industry partnership
  - \$1 million from UPMC Health Plan for the direct care worker project (two-year grant)
- **Approve** contracts
 

<b>Learn &amp; Earn Application Support Centers</b>	
Auberle	\$8,000
Carnegie Library of Pittsburgh	\$8,000
Youth Enrichment Services, Inc.	\$8,000
Boy's & Girls Clubs of Western Pennsylvania	\$8,000
Bloomfield Garfield Corporations	\$8,000
Goodwill of Southwestern PA	\$8,000
Phase 4 Learning Center, Inc.	\$8,000
 <b>Learn &amp; Earn Corporate</b>	
Phase 4 Learning Center, Inc.	\$347,600
 <b>Learn &amp; Earn</b>	
Bloomfield-Garfield Corporation	\$252,900
Auberle	\$238,850
Jewish Family & Community Services	\$126,450
Boys & Girls Clubs of Western PA	\$224,800
Brookline Teen Outreach	\$56,200
The Center that CARES	\$140,500

# PARTNER WORK

The Workforce Development Board for the Pittsburgh Area

CISPAC	\$98,350
Community Empowerment Association	\$98,350
Dynamic Workforce Solutions	\$140,500
Goodwill of Southwestern PA	\$379,350
Homewood Children's Village	\$323,150
Latino Community Center	\$42,150
Legacy Arts Project	\$140,500
Main ST	\$70,250
Neighborhood Learning Alliance	\$238,850
Phase 4 Learning Center, Inc.	\$449,500
Pittsburgh Public Schools	\$70,250
Student Conservations Association	\$140,500
Youth Enrichment Services	\$323,150
Sarah Heinz House	\$84,300
Homeless Children's Education Fund	\$56,200
<b>Customized Job Training</b>	
Cranberry Place	\$41,523
Canterbury Place	\$83,046
UPMC Presbyterian Shadyside	\$60,000
J A Sauer Co	\$20,000
J A Sauer Co	\$1,686
<b>Photovoltaic (Clean Energy)</b>	
Community College of Allegheny County	\$17,985
<b>Bedford Dwellings (Choice Neighborhoods Initiative)</b>	
Dynamic Workforce Solutions	\$70,000
<b>Industry-Recognized Training Pipeline (IRTP)</b>	
FortyX80, Inc.	\$600,000
<b>Occupational Training (construction)</b>	
Pittsburgh Gateways	\$140,000
<b>CareerLink East (Relocation)</b>	
CBRE, Inc.	\$28,903

### 3. Presentation and Discussion with Allegheny County Department of Human Services and Carnegie Mellon University

*Alex Jutca, DHS  
Brian Kovak, CMU  
Christophe Combemale, CMU*

### 4. CEO's report

*Robert Cherry*

5. **Other Board Business**

6. **Open Forum and Public Comment**

*Speakers are limited to three (3) minutes*

7. **Adjournment**

## **MEETING MATERIALS**

**Minutes of Partner4Work Board of Directors' Meeting**

**Annual meeting of TRWIB, Inc.**

8:30 a.m. December 15, 2023

VIA ZOOM and Eos, 700 Braddock Avenue, East Pittsburgh PA 15112

**Board Members Present**

Allen, Will  
Barcaskey, Rich  
Bullock, Dr. Quintin  
Caplan, Debra  
Casoli, Rich  
Coplan, Dave  
Dozier, Clarence  
Ellsworth, Laura  
Gittlen Ike  
Gonzalez, Gaby  
Harris, Carey  
Holt, Tim  
Houser, Crystal  
Huey, Terry  
Malone, David  
Massaro, Steve  
McLaughlin, Cat  
Nobers, Jeff  
Topoleski, Linda  
Washington, Dr. Nancy

**Board Members Absent**

Acklin, Kevin  
Kelly, Darrin  
Lavallee, Dan  
McEvelly, Katherine  
Melcher, Tom  
Mendoza, Brandon  
Pipitone, Scott  
Rendulic, Mark  
Stewart, Josh  
Thomas, John  
Williamson, Sam  
Wheatley, Jake

**Guests Present**

DeMarco, Patricia (Mon Valley resident)  
Dick, Jeff (L&I)  
Ferguson-Williams, MaryBeth (L&I)  
Fitzgerald, Chad (Eos)  
Grigsby, Christine (Equus)  
Handlovitch, Melissa (L&I)  
Hornbake, Dan (L&I)  
Lampman, Chester (Labor & Industry)  
Leisten, Terri (Dynamic Workforce Solutions)  
Rue, Lori (Main ST)  
Sostek, Karen (Dynamic)

**Staff Present**

Cherry, Rob  
Kramer, Kristin  
Kreit, Brian  
Largaespada, Edgar  
Moore, Dillon  
Pajewski, Jennifer  
Puskar, Susie  
Wesley, Dr. Carl



## **Board Meeting Minutes**

Chair Malone called the meeting to order at 8:32 a.m., announced a quorum present. Mr. Malone announced that the meeting would serve as the annual meeting of TRWIB, Inc.

- Staff, board members, and guests were asked to acknowledge their participation in the chat feature.
- Chair Malone thanked Board member Scott Pipitone, whose term would end Dec. 31, 2023, for his years of service.

Prior to the Consent Agenda, Chair Malone acknowledged and thanked Gaby Gonzalez from RK Mellon for the \$3 million grant award to support the Film Industry Partnership.

Ms. Gonzalez described the project as a two-pronged initiative aimed at building career pathways for “below-the-line” crew while also enabling the production of as many as three high-quality, commercially successful independent film projects. Pittsburgh Pictures as well as local training providers, labor, and businesses, partner in the initiative.

On the supply side, interested jobseekers and those individuals typically underrepresented in the film industry will connect to training opportunities, on-the-job experiences and internships, and employment on multiple film projects. At the same time, P4W will map career pathways and will conduct an economic impact analysis to determine the extent to which the project is meeting its goals and the direct and indirect economic impact.

On the demand side, Pittsburgh Pictures will source and produce as many as three film or television productions with the expectation that each production would hire 20 to 50 local people and provide 10 internships.

Ultimately, the project aims to advance Pittsburgh as a hub for independent filmmaking while building the local talent pool for the creative economy.

## **CONSENT AGENDA**

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

- Accept** \$3 million from the RK Mellon Foundation to support a 3-year Film Industry Partnership Pilot with Pittsburgh Pictures LLC.
- Approve** the minutes from the September 29, 2023, Board meeting and the December 16, 2022, meeting of TRWIB, Inc.
- Approve** the recertification of the PA CareerLink® Downtown and Allegheny East locations for the period of January 1, 2024, through December 31, 2026.
- Accept** the actions taken by the Executive Committee since the last Full Board meeting.  
**Approve** minutes from the September 15, 2023, Executive Session of the Executive Committee (<https://www.partner4work.org/document/executive-committee-materials-for-12.4.23/>)  
**Approve** revisions/additions to the P4W Employee Handbook (attachment A)  
**Accept** all funds since the last Executive Committee meeting  
\$45,000 from Citizens Bank to support BankWork\$  
\$32,870 from the Department of Labor and Industry for the September Job Fair  
\$55,000 from UPMC to support a P4W healthcare liaison

*ZOOM*

An additional \$13,200 from the National Fund for Workforce Solutions to support Resilient Jobs, Resilient Workers

**Approve** contracts

**Management and General**

FreeBridge \$71,500

hivebrite \$87,967

**Department of Justice**

ACTION Housing \$78,000

**WIOA Adult/Dislocated Worker**

Operation Better Block \$449,300

**Hillman**

Jacobson Consulting Applications (JCA) \$37,196

**Jefferson Foundation**

Per Scholas \$39,310

**PASmart**

Dynamic Workforce Solutions \$25,000

**ARC-Inspire**

Q & A Consulting Training \$65,798

Tri-County WIB \$122,500

Westmoreland Fayette WIB \$122,500

Southwest Corner WDB \$112,500

**Addenda**

**WIOA Adult/Dislocated Worker**

Dynamic Workforce Solutions budget increase of \$61,953

**Approve** new and revised policy recommendations.

**On a motion by Ike Gittlen, seconded by Deb Caplan, the consent agenda was approved. There were no objections or abstentions.**

**COMMITTEE REPORTS**

**Finance**

Treasurer Steve Massaro presented the draft Audited Financial Statements and Form 990 submissions for TRWIB Inc. and RWC, which were included in the Board packet and prepared by Maher Duessel.

There were no questions or comments on the audit or Form 990s.

**On a motion by Tim Holt, seconded by Cat McLaughlin, the audit was approved as presented. There were no objections or abstentions.**

**On a motion by Laura Ellsworth, seconded by Rich Casoli, the Form 990s were approved as presented. There were no objections or abstentions.**

**Governance**

Chair Deb Caplan presented the proposed 2024 Full Board and Executive Committee dates and informed the group that Full Board meetings would be held in a hybrid model, with an in-person and virtual option. Executive Committee meetings would continue to be held virtually.

The meeting dates:

**Full Board (8:30 to 10 a.m.)**

- March 29
- June 28
- September 27

ZOOM

- December 12 (Thursday)  
**Executive Committee (8:30 to 10 a.m.)**

- March 15
- June 14
- September 13
- November 29

**On a motion by Ike Gittlen, seconded by Rich Casoli, Board meeting dates for 2024 were approved. There were no objections or abstentions.**

### **Industry Solutions with Eos Energy**

Edgar Largaespada, P4W director of industry strategy, and Chad Fitzgerald, vice president, strategic partnerships and public affairs, presented on the ongoing partnership between P4W and Eos.

Eos is a zinc-based battery manufacturer in the Mon Valley that intends to add nearly 650 workers in clean energy over the next few years. During the presentation, Eos announced a joint endeavor to invest \$500,000 into training to support individuals, particularly residents from the Mon Valley, looking to begin in clean energy manufacturing.

The training uses federal resources from Build Back Better and Green Infrastructure, and a commitment from Eos, to upskill existing workers, leveraging the power of the public workforce system, particularly PA CareerLink, to develop the pipeline needed as Eos grows, and being mindful of improving the community through a Community Benefit Agreement. Positions at Eos begin at \$18 per hour and individuals advance quickly.

Conversation following the presentation included discussion about supply chain, sustainability, global competitiveness, and connection with other programs, such as PartnerUp and Learn & Earn.

Following the presentation, P4W CEO Rob Cherry presented Eos with a plaque to acknowledge the company as an industry champion.

### **OTHER BOARD BUSINESS**

Deb Caplan reminded the group that Learn & Earn is going into its 10<sup>th</sup> program year and that the Board will be called on to serve as hosts, make connections on behalf of the program, and provide other support in 2024.

### **PUBLIC COMMENT**

Lori Rue, MainST, and Dr. Patty DeMarco, Mon Valley community activist, both spoke in strong support and in praise of Eos and the company's commitment to the Mon Valley.

**With no additional public comment, the meeting adjourned at 9:30 a.m. for a board-only tour of the Eos facility. There were no objections or abstentions.**

The U.S. Department of Labor (DOL) Building Pathways to Infrastructure Jobs Grant Program invests in public-private partnerships to develop, implement, and scale worker-centered, sector-specific training programs in critical infrastructure areas. The proposed policy guidance is for Partner4Work (P4W) partners and subgrantees delivering services funded through the DOL Building Pathways Program in Allegheny, Armstrong, Beaver, Butler, Fayette, Greene, Indiana, Washington, and Westmoreland counties. The intent of the Building Pathways policy guide is to be an accessible, comprehensive resource for information on the policy requirements to be used when determining eligibility and providing grant-funded training and program services. Key components include:

- Eligibility
  - Outlines and defines requisite conditions for enrollment.
  - Demonstrates interactions between eligibility, target populations, and priority of service.
- Industry-recognized credentials and funding mechanisms for Registered Apprenticeship Programs (RAPs)
  - Providers will find a detailed overview of training types, hours, and certifications offered through the six RAPs funded under this grant.
  - Clarifies eligibility requirements for prospective employers and participants.
  - Prescribes funding mechanisms used to support eligible RAPs.
- Permissible delivery of supportive services
  - Provides structure to support provider staff in their determination of barriers and needs.
  - Delineates requirements and limits within allowable supportive service categories.
- Expectations for program operations such as data-entry, case management, and secure data management.

## **Executive Committee Summary from March 15, 2024**

### **Financial Report and Dashboard Review**

Kristin Kramer presented the financial dashboard, showing healthy cash levels, accounts receivable turnover, and expenses on track. Discussion focused on ensuring staff take allotted vacation time for well-being and preventing liability.

### **Youth and Learn & Earn Updates**

Debra Caplan reported on full youth program enrollment and new initiatives to foster provider collaboration, refine work-based learning, and connect youth to priority industries. Plans were discussed to strengthen the Learn & Earn program and launch an online career tool.

### **Program Optimization Updates**

Cat McLaughlin discussed the open Industry Recognized Training Program procurement. Eighteen proposals were received in industries including construction, financial services, healthcare, IT, and others. Proposals will be scored with contract implementation July 1.

### **Workforce Hub Updates and Initiatives**

Rob Cherry outlined Partner4Work's expanding role through state and national leadership appointments and presentations. New funding will support direct care workers while film industry partnerships aim to build career pathways in the creative economy.

### **Entrepreneurial Operating System Implementation**

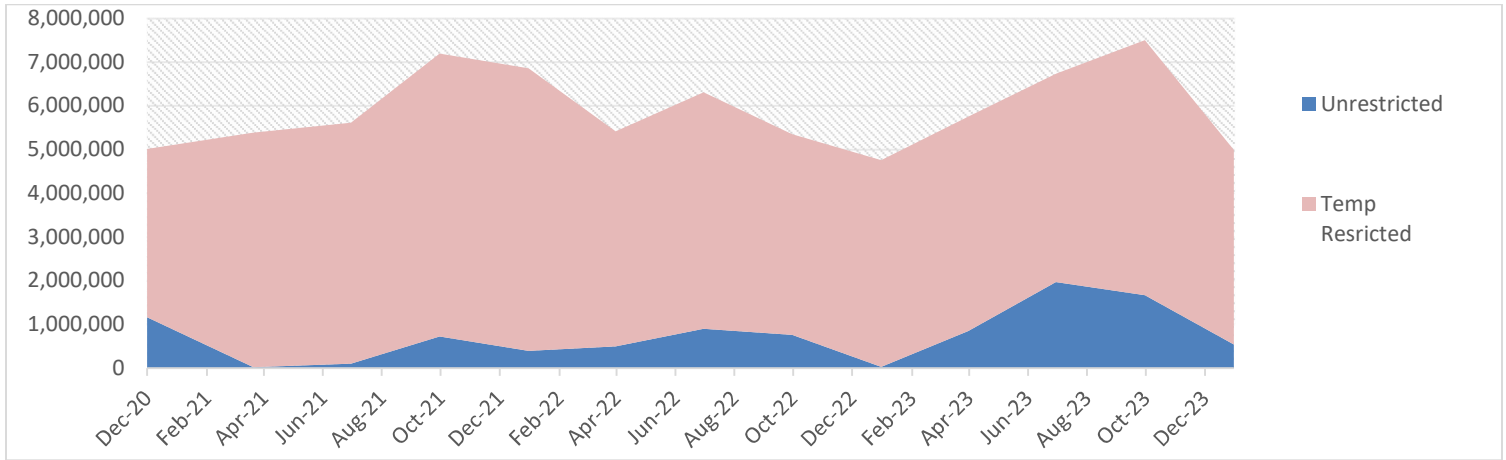
Rob Cherry explained how the EOS process structure aims to better organize work through shared goals and accountability. Susie Puskar's promotion to COO formalizes her integrator role in driving alignment across expanding initiatives.

### **Reentry Initiatives and Partnerships**

Plans were discussed to engage local reentry populations through employer partnerships and skills training. Partner4Work will work with shelters to develop warm handoffs and job resources for stabilized clients seeking workforce reconnection.

# Dashboard Report

## Cash Flow Unrestricted and Temp Restricted Funds



## Current Assets, Liabilities & Equity

### Cash:

Temp Restricted \$4,448,814  
 Unrestricted \$545,264

*Total Cash \$4,994,078*

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

### Other Current Assets

Prepaid Expenses \$29,865  
 Prepaid Insurance \$8,309  
 Security Deposit \$6,067  
 Fixed Assets Net of Depreciation \$107,977  
 Right of Use Asset – Operating Lease \$1,869,813  
 Right of Use Asset – Finance Lease \$37,733

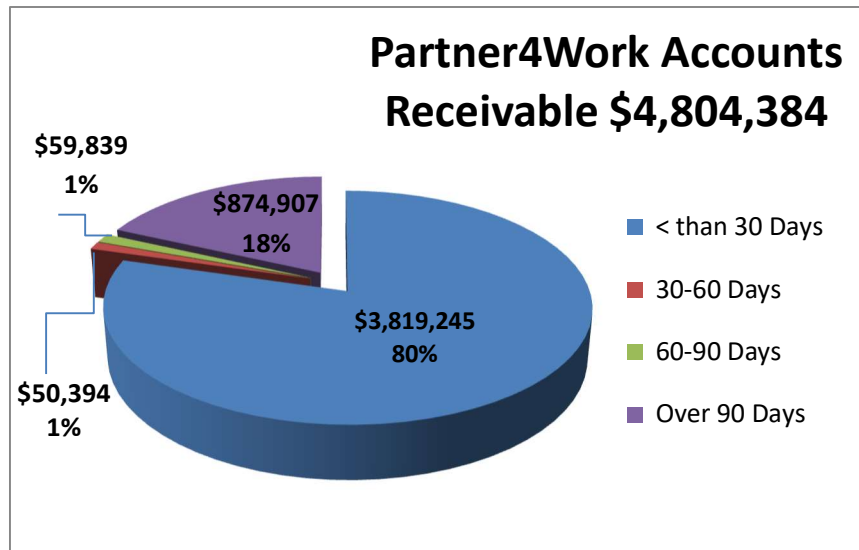
### Liabilities

A/P \$4,323,757 (\$4,003,055 due to subrecipients)  
 Accrued Vacation/Payroll \$108,822  
 A/R Clean Up \$128,927  
 Accrued Contract Liability \$0  
 Right of Use Liability – Operating Lease (current & long term) \$1,908,478  
 Right of Use Liability – Finance Lease (current & long term) \$39,305

### Equity

Unrestricted Net Assets \$857,034  
 Temp Restricted Net Assets \$7,164,336\*\*  
 Net Income (\$2,673,536)

\*\*Career Link \$57,701; M&G \$2,733; Sector Strat. \$1,122,468; Adult TANF \$3,509,731; L&E \$2,471,703  
 This is reflective of activity through 7/1/2023

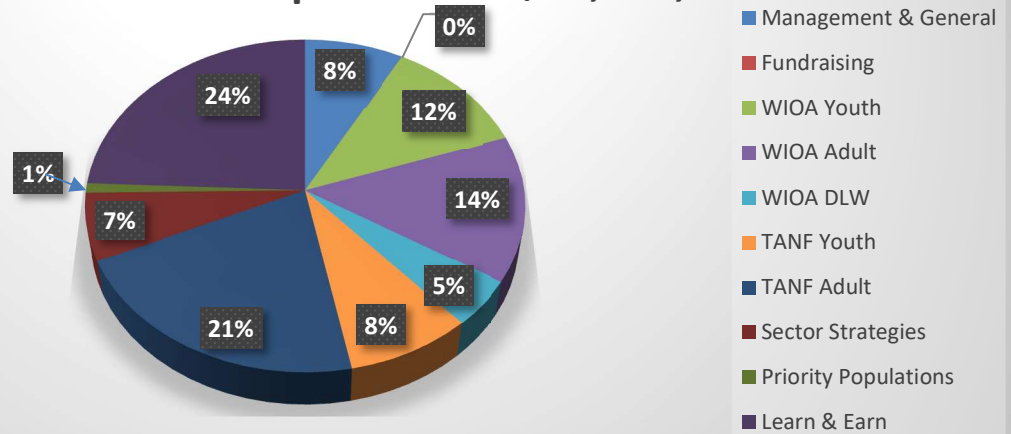


Items over 90+ days: Midwest Urban Strategy \$8,475 \*; Dept Health & Human Services \$866,431\*  
 \*marked as paid

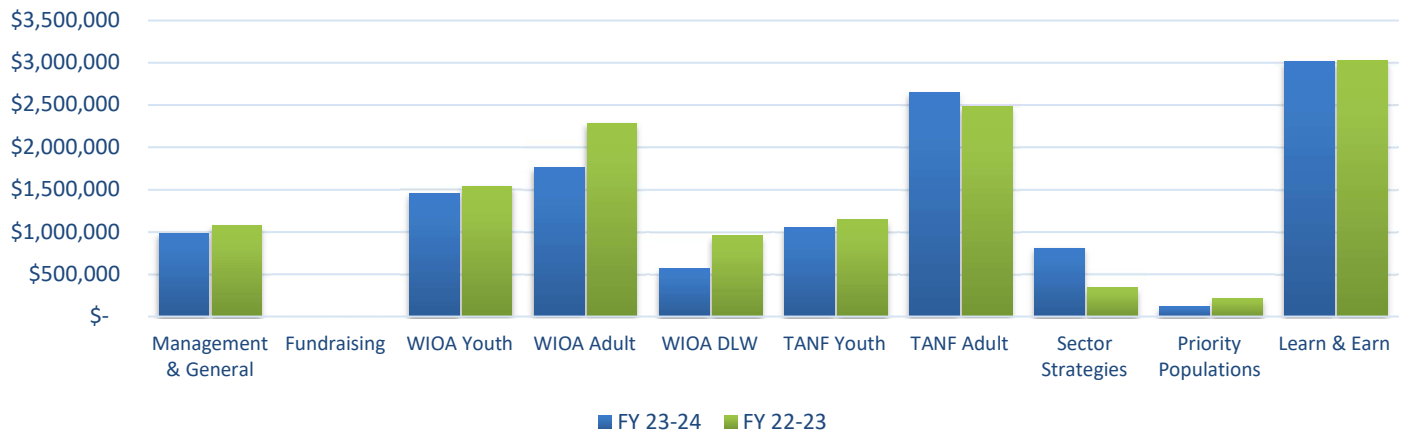
# Dashboard Report Continued

## Expense section

### Total Partner4Work Expenditures \$12,413,640



### Expense Comparison FY 22-23 vs. 21-22



## Comments

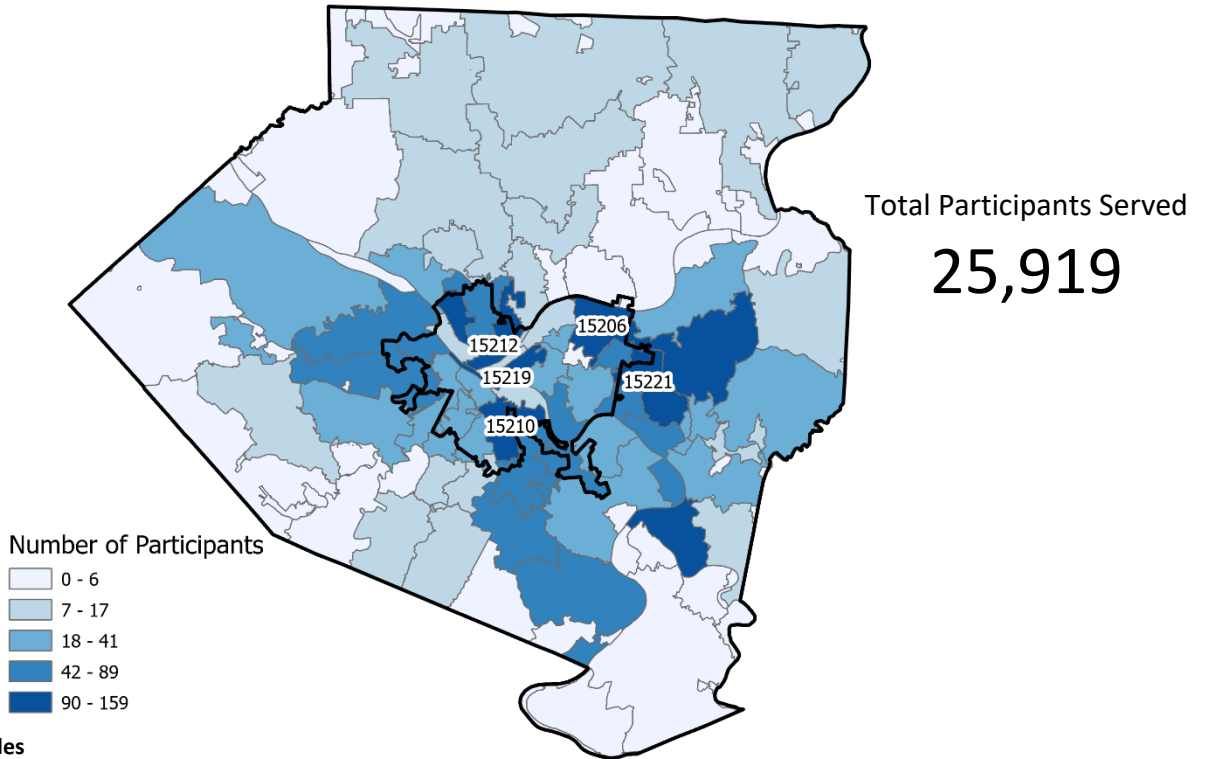
- Management & General is down \$89K from the previous year. There are several factors at play here. Salary, Wages & Benefits, contracted Service, Fiscal, and Supplies have all decreased.
- WIOA Youth is slightly below last year by \$85K. This is primarily related to direct program expenses. We have several new WIOA Youth providers this year some of the providers were off to a slower start.
- WIOA adult and dislocated worker programs are \$529K and \$389 below the prior year, respectively. The lion's share of the decrease is under the direct provider expenses. We have one main title I provider this year whereas last year, we had two main title I providers. Also, looking at the previous year, we had a Near Completer's and CSBG program that added to WIOA adult and DW expenses that ended in prior year.
- TANF Youth is \$100K below last year. We have several new TANF Youth providers this year and some needed to ramp up staff/program at the beginning and are off to a slower first ½ of the year.
- TANF Adult is \$170K above the prior year. There have been more individuals with language needs being served. This July has had an uptick in referrals vs. the previous year and the trend has continued through December.
- Sector Strategies are \$470K above the prior year. This increase is related to direct program expenses, salaries & wages, and contracted services, of \$250K, \$100K and \$100K respectively. This funding varies year to year. This year we are working with some new programs like Build Back Better, Hillman Foundation funding & Clean Energy to name a few.

## **PROGRAM UPDATES AND OTHER INFORMATION**



## Program Services and Performance Snapshot Program Year 2023 2<sup>nd</sup> Quarter (Program Year-to-Date)

The Partner4Work program year 2023 runs from July 1, 2023, to June 30, 2024. The second quarter ended on December 31, 2023.



### Key ZIP Codes

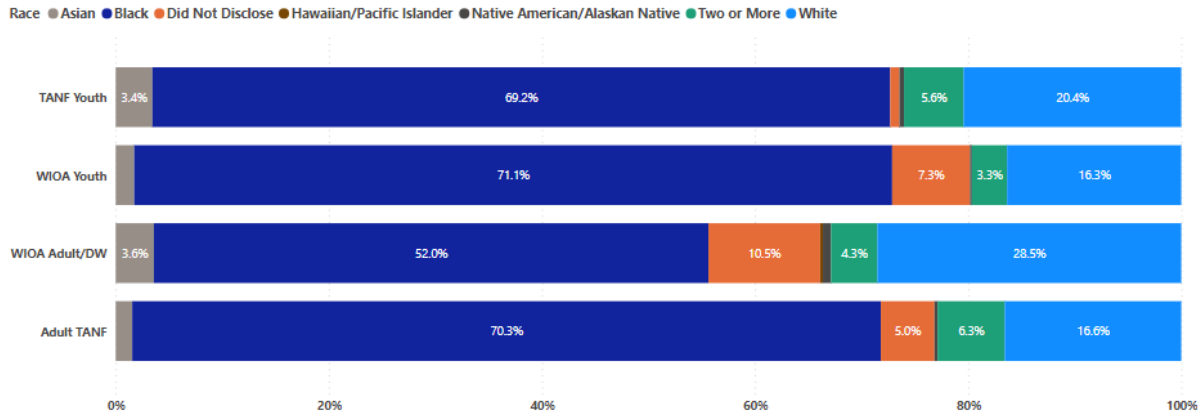
- 15206 – Larimer; Highland Park
- 15210 – St Clair; Arlington; Mt Oliver; Knoxville; Beltzhoover; Bon Air; Carrick
- 15212 – Marshall-Shadeland; California-Kirkbride; Allegheny; North Shore; Spring Hill
- 15219 – Uptown; Crawford-Roberts; Hill District; Polish Hill
- 15221 – Wilkinsburg

## Total Numbers Served (YTD)

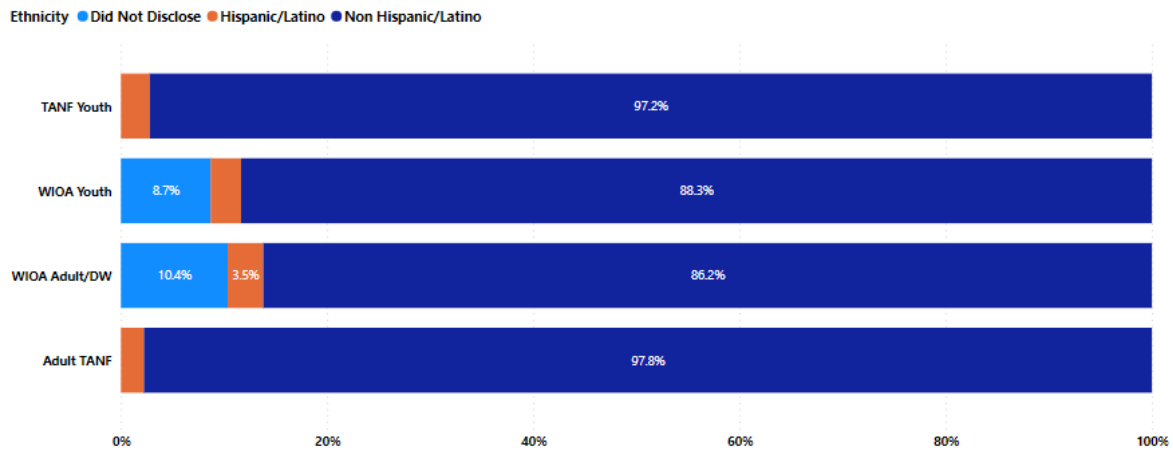
Program Title	Total Served PY23 Q2	Total Served PY22 Q2	Percent Change Over PY22 Q2
WIOA Adult/DW	782	860	-9.1%
WIOA Youth	551	504	+9.3%
TANF Youth	452	471	-4.0%
TANF Adult	1,059	913	+16.0%
Wagner-Peyser	23,052	25,104	-8.2%

## Demographics

Race by Program PY23 Q2

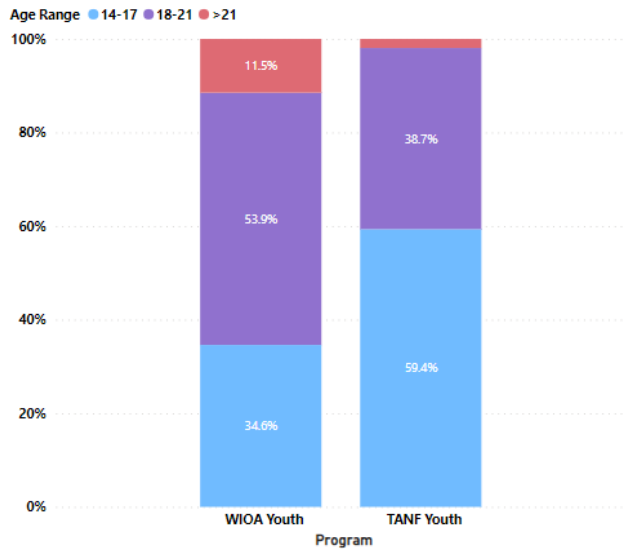


Ethnicity by Program PY23 Q2

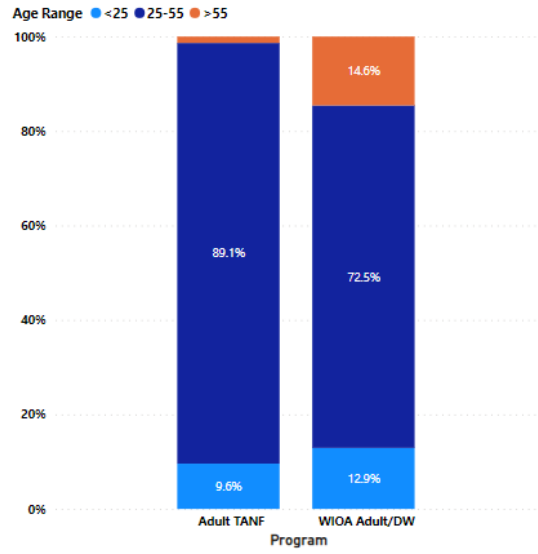


# PARTNER WORK

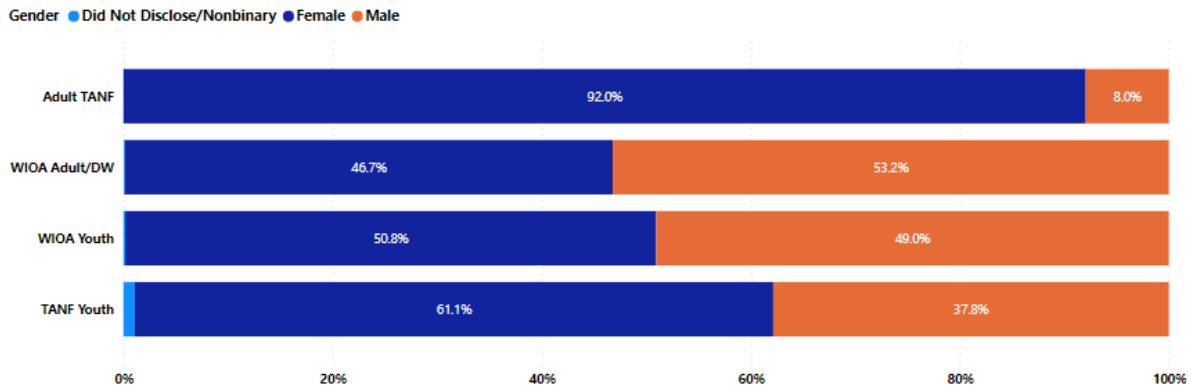
Age by Program - Youth PY23 Q2



Age by Program - Adult PY23 Q2



Gender by Program PY23 Q2



## WIOA Adult and Dislocated Worker

WIOA Title I Adult and Dislocated Worker programs are designed to help job seekers access employment, education, training, and support services to succeed in the labor market and to match employers with the skilled workers they need to compete in the global economy.

### Individuals Served

Service Category	Total Served PY23 Q2	Total Served PY22 Q2	Percent Change Over PY22 Q2
Career Services	731	828	-11.7%
Supportive Services	17	59	-71.2%
Training Services	225	278	-19.1%
<b>Total Served</b>	<b>782</b>	<b>860</b>	<b>-9.1%</b>

### Employment

Program Time Period	Total Number Employed	Median Hourly Wage	% of employed above the self-sufficiency wage
PY 2022 Q2	291	\$21.00	59.5%
PY 2023 Q2	248	\$20.00	56.5%

Note: P4W sets the self-sufficiency wage based on 250% of the Federal Poverty Guidelines. The 2023 self-sufficiency wage is \$17.52/hour for an individual.

## WIOA Youth

WIOA Title I Youth programs prioritize services for young individuals, focusing on job training, education, work experience, and career development.

### Individuals Served

Service Category	Total Served PY23 Q2	Total Served PY22 Q2	Percent Change Over PY22 Q2
Assessment Testing Services	390	364	+7.1%
Career and Employment Services	158	44	+259.1%
Educational Achievement Services	426	3	+14,100.0%
Individualized Service Strategy	459	417	+10.1%
Supportive Services	525	380	+38.2%
Other	12	1	+1,100.0%
<b>Total</b>	<b>539</b>	<b>418</b>	<b>+29.0%</b>

Note: "Other" includes occupational skills training, youth leadership development opportunities, and post-exit adult mentoring.

## Federal/State Performance Measures

### Allegheny County

Program	WIOA Performance PY 2023 2nd Quarter (Program Year-to-Date)	Actual	Negotiated	% of Goal Achieved
<b>Adult</b>	<b>Average Program Score: 117.8%</b> <i>Calculated as an average of the “% of Goal Achieve” across performance measures in a program.</i>			
	Employment in the 2 <sup>nd</sup> Quarter After Exit	76.0%	75.0%	101.3%
	Employment in the 4 <sup>th</sup> Quarter After Exit	79.1%	73.0%	108.4%
	Median Earnings in the 2 <sup>nd</sup> Quarter After Exit	\$8,003	\$5,900	135.6%
	Credential Attainment	74.1%	67.0%	110.6%
	Measurable Skill Gains	73.3%	55.0%	113.3%
<b>Dislocated Worker</b>	<b>Average Program Score: 106.6%</b>			
	Employment in the 2 <sup>nd</sup> Quarter After Exit	72.4%	80.0%	90.5%
	Employment in the 4 <sup>th</sup> Quarter After Exit	84.2%	78.0%	107.9%
	Median Earnings in the 2 <sup>nd</sup> Quarter After Exit	\$11,515	\$8,750	131.6%
	Measurable Skill Gains	57.9%	57.0%	101.6%
<b>Youth</b>	<b>Average Program Score: 82.9%</b>			
	Employment in the 2 <sup>nd</sup> Quarter After Exit	50.0%	69.0%	72.5%
	Employment in the 4 <sup>th</sup> Quarter After Exit	64.5%	61.0%	105.7%
	Median Earnings in the 2 <sup>nd</sup> Quarter After Exit	\$2,854	\$2,500	114.2%
	Measurable Skill Gains	6.6%	82.0%	8.0%

### City of Pittsburgh

Program	WIOA Performance PY 2023 2nd Quarter (Program Year-to-Date)	Actual	Negotiated	% of Goal Achieved
<b>Adult</b>	<b>Average Program Score: 116.4%</b> <i>Calculated as an average of the “% of Goal Achieve” across performance measures in a program.</i>			
	Employment in the 2 <sup>nd</sup> Quarter After Exit	75.1%	75.0%	100.1%
	Employment in the 4 <sup>th</sup> Quarter After Exit	74.7%	73.0%	102.3%
	Median Earnings in the 2 <sup>nd</sup> Quarter After Exit	\$7,262	\$5,900	123.1%
	Credential Attainment	76.2%	67.0%	113.7%
	Measurable Skill Gains	78.6%	55.0%	142.9%
<b>Dislocated Worker</b>	<b>Average Program Score: 99.0%</b>			
	Employment in the 2 <sup>nd</sup> Quarter After Exit	61.5%	80.0%	76.9%
	Employment in the 4 <sup>th</sup> Quarter After Exit	74.3%	78.0%	95.3%
	Median Earnings in the 2 <sup>nd</sup> Quarter After Exit	\$9,681	\$8,750	110.6%
	Measurable Skill Gains	66.7%	57.0%	117.0%
<b>Youth</b>	<b>Average Program Score: 92.8%</b>			
	Employment in the 2 <sup>nd</sup> Quarter After Exit	64.3%	69.0%	93.2%
	Employment in the 4 <sup>th</sup> Quarter After Exit	62.9%	61.0%	103.1%
	Median Earnings in the 2 <sup>nd</sup> Quarter After Exit	\$3,889	\$2,500	155.6%
	Measurable Skill Gains	2.5%	82.0%	3.0%

Note: Youth programs align with the school year. Most program exits and measurable skills gains occur in the 3Q and 4Q of the program year. This typically leads to increases in “Employment 2Q After Exit” and “Measurable Skills Gains” in the 3Q and 4Q WIOA performance reports.

## TANF/SNAP Adult

Employment Advancement and Retention Network (EARN) and Work Ready programs are designed to engage recipients of Temporary Assistance for Needy Families (TANF) and the Supplemental Nutrition Assistance Program (SNAP) in activities that prepare them for employment and provide them with opportunities to become self-sufficient.

### Cases – PY22 Q2 vs PY23 Q2

	PY23 Q2 Referrals	Percent Change Over PY22 Q2	PY23 Q2 Individuals Served	Percent Change Over PY22 Q2
TANF EARN	433	-0.9%	667	+8.3%
TANF Work Ready	191	+20.1%	304	+28.3%
SNAP EARN	46	+4.5%	88	+46.7%

### Credential Attainment and Placements Information – PY22 Q2 vs PY23 Q2

	EARN Count	Percent Change Over PY22 Q2	Work Ready Count	Percent Change Over PY22 Q2	SNAP Count	Percent Change Over PY22 Q2
Credential Attainment	61	-6.2%	22	+10.6%	4	-20.0%
Job Placements	111	-1.8%	48	+37.1%	8	-20.0%

## TANF Youth

The Temporary Assistance for Needy Families Youth Development Program (TANF YDP) is funded by The PA Department of Human Services (PA DHS) and administered by the PA Department of Labor and Industry (L&I). TANF YDP programs provide quality workforce services for youth and young adults, focusing on employment and education experiences and the development of essential workplace skills.

The Youth Development Program is aligned with the school year, so outcome information is not available until after program year completion.

### PY23 Q2 Cases

	Participant Count
<b>Total Enrollments</b>	428
<i>Elements of Service</i>	
Tutoring, Study Skills Training, Instruction, and Dropout Prevention	186
Education Offered Concurrently with Workforce Preparation	74
Post-secondary Preparation and Transition Activities	51
Paid and Unpaid Work Experiences	43
All Other Elements	98

PY23 outcome information for TANF Youth will be included after the end of the program year.

## **Adult Programs (Program Optimization Committee)**

### **PA CareerLink®**

- P4W executed a lease agreement for a new PA CareerLink® Allegheny East office. The 12,500 square foot space is at 300 Penn Center Boulevard, Building No. 3, near the Monroeville Mall. It is accessible by public transportation, has ample free parking, generous natural lighting, and space for additional customers and partners. The new center is expected to open in the summer of 2024.
- Effective July 1, 2023, Dynamic Workforce Solutions is the primary WIOA Title I provider for both PA CareerLink® centers, including Downtown Pittsburgh and Allegheny East. Dynamic and Partner4Work continue to work on strengthening Dynamic's position within the workforce system, e.g., making staffing adjustments, creating partnerships, setting new goals and objectives, enhancing service delivery, and supporting special projects.
- In addition to offering WIOA Adult and Dislocated Worker services, Dynamic now offers WIOA Youth services through PA CareerLink®. Dynamic is working on youth program development, building relationships with existing WIOA Youth providers in the area, and creating new pipelines and opportunities for young adults to participate in the workforce development system.
- On July 1, 2023, Goodwill of Southwestern PA became a secondary provider of WIOA Title I Adult services. Partner4Work and Goodwill are developing new career service programming and orienting new staff to WIOA and Title I requirements. Goodwill has begun to enroll and serve participants. With further development, Goodwill's goal is to serve 100 participants per year.
- Partner4Work has initiated the process for revision and renewal of the WIOA One-Stop Partner Memorandum of Understanding (MOU). The MOU is "an agreement developed and executed between the Local WDB and the one-stop partners, with the agreement of the chief elected officials and the one-stop partners, relating to the operation of the one-stop delivery system in the local area." The period for feedback and revision will be open until early May, after which the MOU will be circulated to all partners for final review and approval.

### **Occupational and Work-Based Training**

- The Adult Program Team continues to work with PA CareerLink® to deliver ITA (Individual Training Account) and IRTP (Industry Recognized Training Programs). Both programs support individuals participating in occupational skills training, including commercial driving, construction, information technology, healthcare, and culinary.

- Procurement is underway for the next round of IRTP partners. Award recommendations are expected in April and May with new contracts beginning in July, which will continue to provide job seekers with quality employer-driven training opportunities and support the various initiatives that Partner4work is currently leading.
- Partner4Work has introduced enhancements to its work-based training tools for employers, including On-the-Job Training and Customized-Job Training, and Incumbent-Worker Training. Enhancements include new agreement templates, contracting processes, and fiscal procedures for work-based training, which are streamlining and improving the employer experience. Current work-based training agreements with employers support jobs in construction, healthcare, manufacturing, and other sectors.

### **Special Project Support**

- The Adult Program Team, in close coordination with PA CareerLink® and other partner agencies, continues to support major components of the new initiatives developing at Partner4Work, including Build Back Better, Green Infrastructure, Choice Neighborhoods, re-entry services, and other special projects. As many of these initiatives move deeper into implementation, program support includes recruitment and enrollment, career services, supportive services, training participation, and more.

### **EARN and Work Ready**

- The EARN and Work Ready Programs are designed to support individuals and families who use Temporary Assistance for Needy Families and Supplemental Nutrition Assistance Program services, providing case management, training, barrier remediation, employment, and retention. All referrals to the EARN and Work Ready Programs are made by the County Assistance Office (CAO) to service providers contracted by Partner4Work including EDSI, Grant Associates, and Goodwill.
- Both programs experienced a sharp decrease in referrals during the pandemic that lasted through 2022. Beginning in 2022 and into 2023, referrals and enrollments have increased significantly, reaching almost pre-pandemic levels in recent months. Partner4Work and program service providers are focused on handling the increased referrals while maintaining quality within the program and meeting expected outcomes.
- Beginning in December 2023, EARN and Work Ready staff began maintaining a light presence within the Downtown PA CareerLink®, providing another central location for EARN and Work Ready participants to access services and creating opportunities for better integration with PA CareerLink® partner agencies.

### **Youth Programs (Youth Advisory Committee)**



## Year-Round Programs:

- The Youth Advisory Committee met on March 22 and agreed to pursue contract renewals with several year-round providers for the next program year. Recommendations on contract awards, based on WIOA and TANF youth development program allocations, will be made in June.
- As of January 31, 2024, there are 489 youth enrolled in programs supported by TANF funds, which is 92% of contract capacity. Into WIOA programs, there are 537 youth enrolled, which is 94% of contract capacity.
- Provider highlights from PY23:
  - **The Trade Institute of Pittsburgh** graduate Samantha Ervin-Upsher, a participant that originated with Auberle and completed the Carpentry program at TIP, was invited as a guest of First Lady Jill Biden to attend the State of the Union Address in Washington, DC. [See linked article.](#) Samantha is a first-year apprentice with the United Brotherhood of Carpenters Local 432 and helped to build the terminal wall outside of Pittsburgh International Airport.
  - **Auberle named Mutual 2023 Community Partnership Winner:** Auberle was selected by Mutual of America as a 2023 Community Partnership Award Winner. This national award recognizes public/private partnerships that demonstrate impact by building more equitable communities. The Auberle Employment Institute partnership with UPMC Magee-Women's Hospital placed and supported more than 90 clients into career positions in the hospital in the last two years, changing the trajectory of both UPMC Magee's workforce and the lives of the individuals in the program. UPMC Magee is one of Auberle's 260 employer partners. In the same month, Auberle received the Bank of America 2023 Neighborhood Builders Award and Smart Business magazine's SMART 50 for Impact, Innovation, and Sustainability
  - **Goodwill Built a CDL program Attracting Almost 200 Young Adults:** [WPXI featured Goodwill's new CDL program in a news story](#) that attracted almost 200 interested jobseekers in a few days. Goodwill plans to use this opportunity to model what the Department of Labor calls a "No Wrong Door" approach by finding a suitable opportunity for all the job seekers that responded by seamlessly and collaboratively enrolling young people in services through WIOA youth at Goodwill, adult services at Goodwill or PA CareerLink® depending on eligibility and services needed.

## Career Ready Allegheny:

- Partner4Work, the Allegheny Intermediate Unit, Consortium for Public Education and Remake Learning partnered to develop and launch Career Ready Allegheny. The effort will mirror similar partnerships across the state that have been built between the local workforce board, public schools, and employers.



**CAREER READY  
ALLEGHENY**

- The Career Ready Allegheny website will be launched in the fall as a clearinghouse of resources for work-based learning and career education for youth and young adults. Resources available for schools will be how-to guides for implementing work-based learning that aligns with PA Department of Education graduation requirements and Future Ready Index, youth-friendly labor market information, an event calendar, and a blog to feature stories of people that have taken non-traditional pathways to employment in priority industries.
- For employers and schools, the site will also feature a matching tool that would allow employers to post opportunities they have to offer for youth and for school staff to find opportunities for their students.

### **Youth Systems Building Academy:**

In December, [Partner4Work was Invited by the Department of Labor to Participate in the Youth Systems Building Academy](#). The purpose of the academy is to bring together a community team to craft a plan to strengthen local youth employment systems.

- In the next six months, the local team will work with a coach from the Department of Labor and learn from the successes of the rest of the cohort members from across the US to build a strategy focused on strengthening access to career-level employment for local young people.
- Team members include Mayada Christiansen and Dr. Carl Wesley from Partner4Work, Abby Wolensky from Auberle, Tiffanee Heywood from Goodwill, Jackie Foor from the Consortium for Public Education, and Eddie Wilson, Assistant Superintendent from Woodland Hills School District.
- The community team is working to build a plan for starting in a small number of schools with our Clean Energy and Manufacturing Industry Partners. We intend to leverage the resources and tools of Career Ready Allegheny and work collaboratively with youth in schools to advance career education and work-based learning at the school level. The result will be replicable templates for ways we can support the development of business education partnerships in schools that connect to workforce development efforts for young adults.

### **Learn & Earn**

- The 10<sup>th</sup> program year of Learn & Earn started late last month with a corporate breakfast attended by nearly 30 people including Pittsburgh Pirates, Carnegie Museums, and the Pittsburgh Penguins. A [public press conference](#) on March 1 at the City-County Building Portico opened the application period.
- In the first two weeks, more than 750 applications were started in the system; we expect to receive as many, if not more, applications than in previous years. Of the started applications, 241 applications were completed, and 157 young people have been determined to be eligible for the program.
- The Learn & Earn Committee set an ambitious target of 50 to 75 corporate placements for 2024. Commitments are coming in; however, additional corporate support is being sought.

- Learn & Earn’s work readiness component has been standardized for 2024 through a partnership with CareerWork\$. With this national work-readiness training model, we will ensure that young adults receive consistent training on:
  - Communication
  - Productivity and accountability
  - Initiative and self-direction
  - Problem solving
  - Collaboration
  - Financial literacy
- After discussion with the City and County, the Learn & Earn Committee right-sized cost- per-participant rates for 2024, lowering the total number of hours an intern can work from 162 to 132 during the program. This change was needed to accommodate shifts in the program budget from previous years. In 2021 and 2022, Learn & Earn had been operating at a surplus due to the receipt of additional pandemic-related funding from the county which allowed P4W to carry over private dollars despite increasing the per-hour wage earned by interns. P4W spent down carryover funds in 2023.

### **Connect4Work**

A new component of Learn & Earn called “Connect4Work” will be deployed this spring. Connect4Work is a digital job board designed to facilitate connections between young adult job seekers and businesses with part-time hiring needs. This tool will be particularly useful for young people not eligible for the program due to income or other disqualifying factors.

Through this system, young users will be able to create profiles, upload resumes and apply for age-appropriate employment opportunities.

### **Priority Populations**

- The Pittsburgh Reentry Career Services (PRCS) program, a Department of Justice-funded initiative, launched on October 1, 2023. This pre-to post-release reentry workforce program is continuing to accept enrollments and PA CareerLink® (PACL) staff has received enthusiastic responses from residents of the local Jail, especially among incarcerated women. Clients receive career services from PACL, including job placement, career counseling, and connection to second-chance employers. Other partners providing services as a part of PRCS include the Center for Employment Opportunities (transitional jobs provider), Operation Better Block (pre- and post-release mentoring), and ACTION Housing (housing search/rental assistance provider). Clients also can co-enroll in WIOA and participate in training opportunities and other services as appropriate.
- Pathway Home, a pre- to post-release workforce program in collaboration with Midwest Urban Strategies and the US Department of Labor, began the yearlong follow-up period December 31, 2023. During the follow-up period, 81 participants will be assisted via supportive services and job retention and advancement counseling. Partner4Work remains the leading subrecipient across training enrollment and credential attainment goals (other subrecipients include Kansas

City's Full Employment Council and the Workforce Alliance of South-Central Kansas - both working with the prison population). In collaboration with the Allegheny County Jail and Professional Training Associates, the program delivered a total of five pre-release training cohorts focused on lead and asbestos abatement credentialing opportunities. Pre-release cohorts saw a completion rate of 96%. Contracted providers continue to engage in follow-up with Pathway Home clientele to obtain employment and general updates.

- Two new projects: the Young Adult Reentry Program (YARP) and the Southwest PA Regional Recovery Ecosystem launched late last year. In the next two years, Operation Better Block (the primary case management entity), will enroll 40 previously incarcerated young adults into various training and job opportunities, ultimately placing participants into family-sustaining career paths as part of the YARP initiative. The Southwest PA Regional Recovery Ecosystem, a two-year project funded by the Appalachian Regional Commission (ARC), is a collaborative effort between Partner4Work and neighboring workforce boards (Southwest Corner, Westmoreland-Fayette, and Tri-County) aimed at improving equitable employment access for 150 jobseekers in recovery. The first of 6 Certified Recovery Specialist Trainings covered with ARC funding began on March 14.
- Immigrant & Refugee Updates: The Immigrant & Refugee Workforce Group hosted by Partner4Work wrapped up their inaugural year in December.
  - Several organizations mobilized in 2023 to brainstorm, collaborate, and innovate new ways to serve immigrant and refugee populations and begin to bridge gaps that exist within our purview. Partners include organizations from non-profit, local government, refugee resettlement, employment, training, and others to improve the customer experience at the one-stop for immigrants and refugees.
  - In 14 months, the group gained clarity surrounding the PA CareerLink® translation services, shared relevant refugee/ immigrant resettlement information among local service organizations relating to:
    - Federal policy updates
    - Local employment opportunities and activities (job fairs etc.)
    - Supportive Service Needs & Resources

Additionally, we've communicated Unemployment Compensation resources and access at local PA CareerLink® locations to local refugee & immigrant resettlement organizations and expanded the PA CareerLink® external partner reach by sharing and implementing the PA CareerLink external referral form.

## **Industry Partnerships (IPs)**

### **Clean Energy IP**

In collaboration with three regional solar installation employers, the Clean Energy IP funded the training of 12 incumbent workers in March. These individuals are attending CCAC's Solar Voltaic Technician 40-hour training program to prepare them to test for their North American Board of Certified Energy

Practitioners® (NABCEP®) Associate Solar Photovoltaic credential; the most respected, well-established, and widely recognized certification organization for professionals in the field of renewable energy.

### **Construction IP**

The Construction IP continued its partnership with the Allegheny County Airport Authority (ACAA) to launch the third cohort of the 4Construction PIT2Work pre-apprenticeship training model on site at the new Airport terminal. Introduction to Construction Trades continues to be the training provider for this cohort, now under the umbrella of Pittsburgh Gateways. This latest cohort is the largest of the three to date with 16 pre-apprentices starting the program in mid-February; trainees are expected to graduate on March 26. Negotiations are underway to replicate the 4Construction model to two other construction projects in Allegheny County.

### **Healthcare IP**

In partnership with UPMC, the Healthcare IP continues enrolling apprentices into the CNA apprenticeship program, nearing 30 apprentices since its launch in November. In January, the Partnership also launched the Facilities Maintenance Technician apprenticeship program with an initial cohort of 10 apprentices spread over several UPMC campuses.

### **Manufacturing IP**

The Manufacturing IP enrolled its first four apprentices under the Build Back Better grant. These apprentices, hired by Eos Energy Storage, are receiving transportation supportive services while attending classes at CCAC West Hills for the Industrial Manufacturing Technician apprenticeship. Partner4Work also has added capacity to scale the work of this partnership by hiring for the role of Manufacturing Industry Liaison. This role will be the partnership's bridge to industry and accelerate the development of workforce initiatives in this sector. P4W and partners Pittsburgh Robotics Network (PRN) and Innovation Works (IW) at National Association of Workforce Boards to present on efforts in the Robotics and Advanced Manufacturing sector.

### **Technology IP**

The Partnership saw its first cybersecurity analyst apprentice complete the program and earn their journey worker status. They join the more than 30 apprentices over the last 2 years that have completed the Apprenti PGH apprenticeship programs registered by Fortyx80 with the support of the Tech IP. In the interest of scaling and expanding access to these apprenticeships, the Partnership has started the curriculum vetting process through which additional training providers will be added to these apprenticeship programs. Additionally, the partnership has completed the creation of apprenticeship standards for a Business Analyst apprenticeship track and is expected to go before the Apprenticeship council in the upcoming quarter.

### **Job Quality - Industry Solutions Framework**

On March 12, P4W Senior Manager of Industry Solutions Bonny Yeager participated in a panel discussion during Workforce GPS's [Job Quality Academy \(the Academy\) Starter Pack webinar](#). The event was hosted by the U.S. Department of Labor and Jobs for the Future to launch a set of resources including

frameworks, tools, and techniques used during the inaugural Academy in 2023. Bonny shared represented Partner4Work's Academy team to share details about the experience, how the tools were applied locally, current actions underway, and the role of worker voice in job quality efforts. The webinar received national attention with more than 400 people joining the live event.

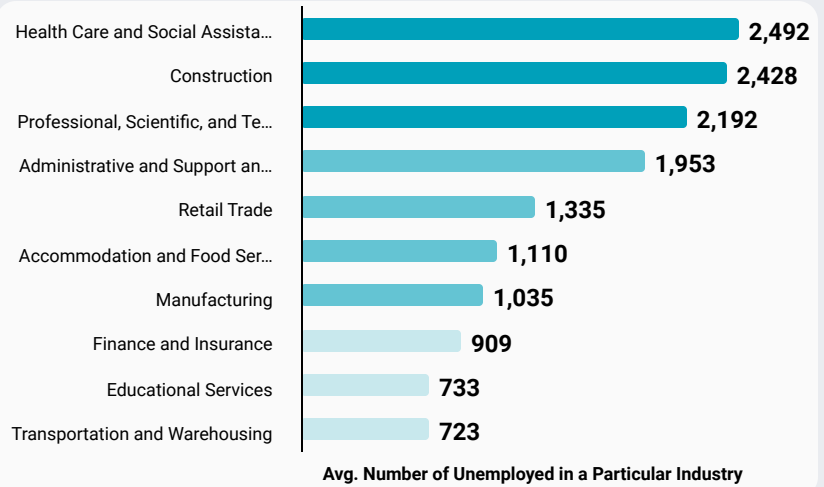
### Quarterly Labor Market Facts<sup>^</sup>

2023 Jobs <sup>^^</sup>	695,908
Labor Force	629,703
Unemployed	18,223
Unemployment Rate	2.9%
Labor Force Participation Rate	60.7%

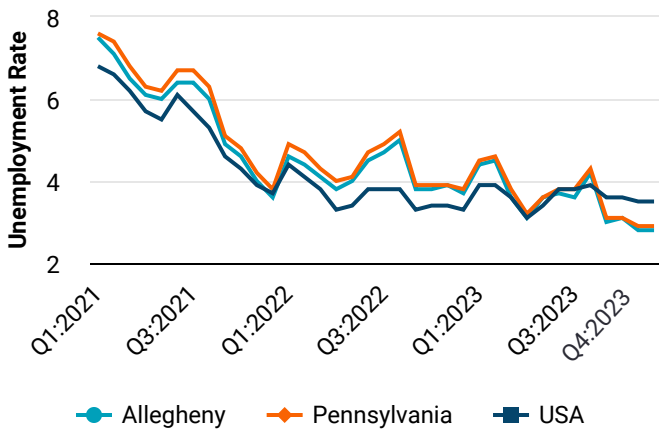
<sup>^</sup> Quarterly statistics were calculated using a three month average. Additionally, data is not seasonally adjusted, and may contain preliminary values.

<sup>^^</sup> Total jobs represent an annualized number.

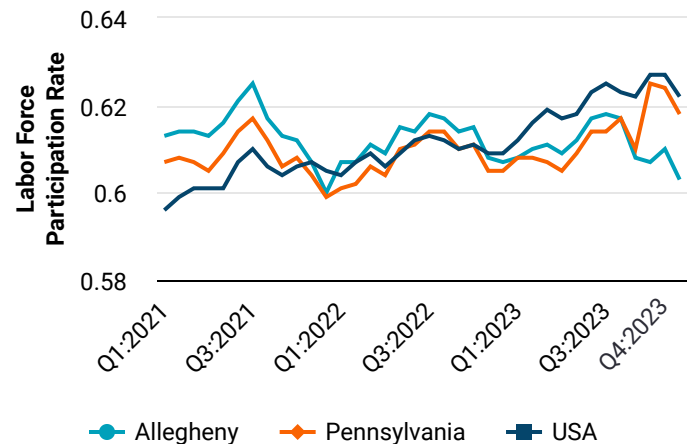
### 2023 Fourth Quarter Industry Unemployment For the Top Ten Most Unemployed



### Unemployment Rate (Not Seasonally Adjusted)

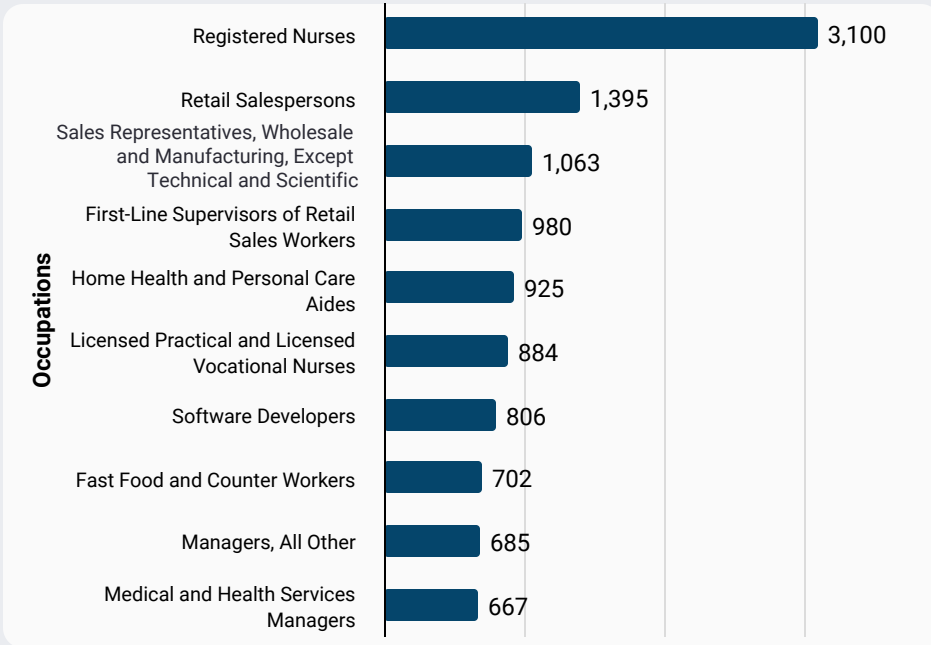


### Labor Force Participation Rate (Not Seasonally Adjusted)

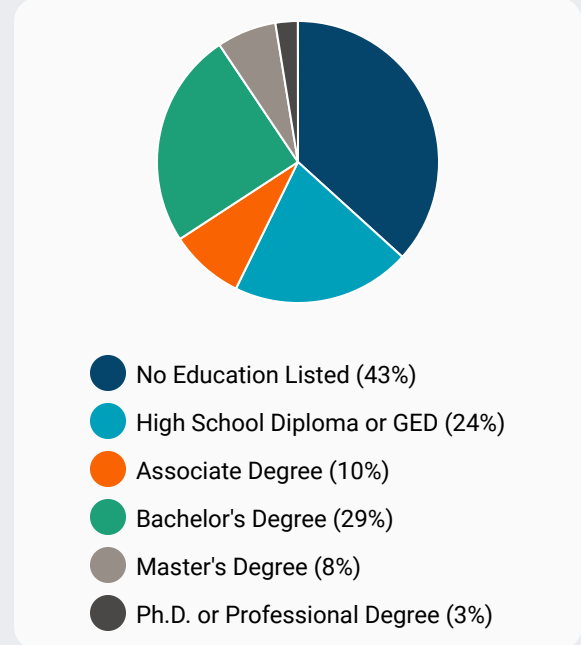


In the final months of 2023, the labor market in Allegheny County experienced both historically low unemployment rates and labor force participation that is typical for the fourth quarter. While still tracking under the state and national labor force participation rates, Allegheny County had the lowest unemployment rate when compared to the two during the last three months of the year. In terms of industry specific unemployment, those who worked in **Health Care and Social Assistance, Construction, and Professional, Scientific, and Technical** industries, experienced the largest unemployment in the fourth quarter.

### Top Job Advertisements by Occupation



### Education Mentions in Fourth Quarter Job Advertisements

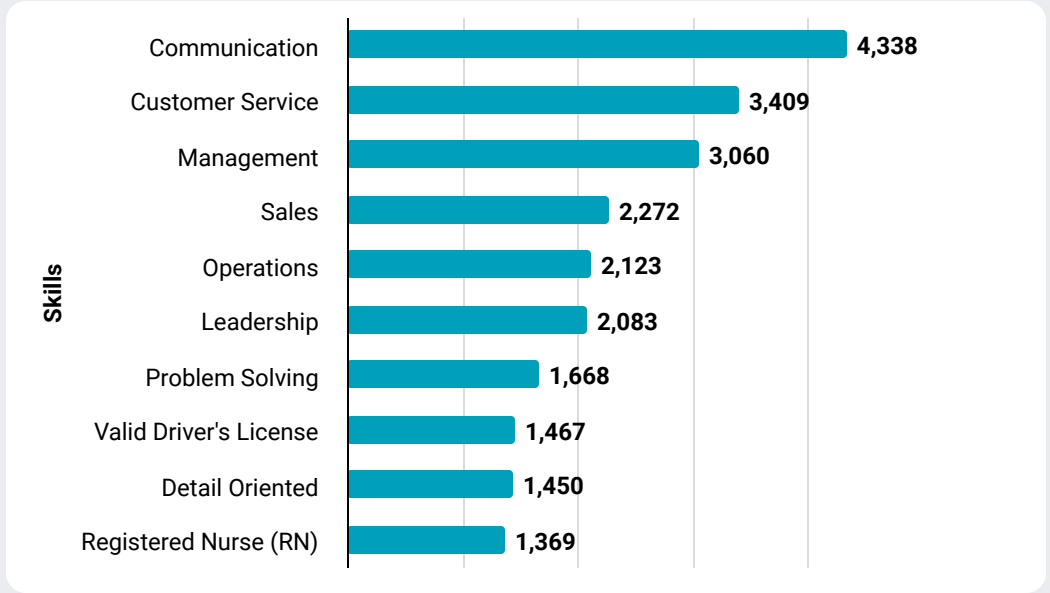


**47,886**  
Fourth Quarter Job Advertisements

**-6.6%**  
Decrease in Job Ads 2023:Q3 to 2023:Q4

**\$50,112**  
Annual Median Advertised Salary

### Most Mentioned Skills in Fourth Quarter Job Advertisements



During the fourth quarter in Allegheny County, there were 47,886 job advertisements, and had an annual median advertised salary of \$50,112. The most advertised occupation being **Registered Nurses**, was followed by sales related occupations such as **Retail Salespersons** and **Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products**. Within those job advertisements, approximately 77% of all job ads **did not list the need for a bachelor's degree**; and had **Communication, Customer Service, and Management** as the most mentioned preferred skills.



## **OTHER MATERIALS**

## Earned media since the last Board meeting

1. [Partner4Work makes co-investment of an initial \\$250,000 to expand Eos's workforce development capabilities](#), Yahoo Finance, Dec. 20, 2023
2. [Pittsburgh Power 100 2024](#), Pittsburgh Business Times, Jan. 9, 2024
3. [US Department of Labor announces new communities in initiative to improve workforce opportunities for young people](#), US Department of Labor, Jan. 22, 2024.
4. [U.S. Secretary of Education and Acting Secretary of Labor visit CCAC](#), Pittsburgh Business Times, Jan. 30, 2024
5. ['Where we want to go': Pittsburgh touted for workforce development by U.S. education, labor secretaries](#), Pittsburgh Post-Gazette, Jan. 31, 2024
6. [Airport Workforce Efforts Attract National Attention](#), Blue Sky News, Feb. 5, 2024.
7. [Shapiro Administration Partners With Industry Leaders Statewide To Invest \\$4.2 Million In Pennsylvania's Workforce](#), PA Pressroom, Feb. 15, 2024
8. [Allegheny House Dems announce \\$500K to build career pathways](#), Allegheny County Delegation, Feb. 16, 2024.
9. [Sustainable Pittsburgh Selected As 1 Of 10 Nationally to Advance To Phase 2 Of Quality Green Jobs Training Regional Challenge](#), PA Environmental Digest, Feb. 21, 2024.
10. [PIT2Work Offers Career Path in Skilled Trades to Underserved](#), BlueSky News, Feb. 26, 2024
11. [Allegheny County's Learn & Earn program kicks off for 10<sup>th</sup> year](#), Pittsburgh Post-Gazette, March 1, 2024.
12. [Learn & Earn Summer Youth Employment program, accepting applications](#), WPXI-TV, March 1, 2024
13. [Learn & Earn Program: Pittsburgh Empowers Youth, Boosts Local Economy](#), BNN Breaking, March 1, 2024
14. [County Executive Sara Innamorato and Pittsburgh Mayor Ed Gainey kick-off 10th anniversary of Learn & Earn Summer Youth Employment Program](#), Allegheny County, City of Pittsburgh, Partner4Work press announcement, March 1, 2024
15. [Partner4Work CEO appointed to chair national advisory committee on apprenticeship](#), Pittsburgh Business Times, March 6, 2024.
16. [US Department of Labor appoints 30 leaders to serve on advisory committee on apprenticeship, share expertise](#), US Department of Labor, March 6, 2024.
17. [Job Quality Academy Starter Guide - Part 2](#), Workforce GPS, March 12, 2024
18. [Shapiro Administration Celebrates Earn-As-You-Learn Success Stories At First Awards Ceremony For Registered Apprenticeships](#), PA Pressroom, March 13, 2024
19. [Union representatives meet with Rep. Summer Lee for workforce equity roundtable](#), Pittsburgh Business Times, March 15, 2024
20. [Cherry on national committee appointment: 'Pittsburgh is a model for good workforce work'](#), Pittsburgh Business Times, March 18, 2024.
21. [Bridge to Equity, Workforce Development: Q&A with Rob Cherry, Partner4Work](#), Pittsburgh Business Times, March 20, 2024
22. [Forging Pathways. Several efforts underway aim to create more paths to employment while meeting the region's workforce needs](#), Pittsburgh Business Times, March 21, 2024.

Name	Extension	Phone	Email
<b>Appasamy, Nina</b> Adult Program Coordinator	205	412-932-2955	<a href="mailto:nappasamy@partner4work.org">nappasamy@partner4work.org</a>
<b>Armstrong, Kaleb</b> Youth Program Specialist	212	412-785-7247	<a href="mailto:karmstrong@partner4work.org">karmstrong@partner4work.org</a>
<b>Baptiste, Ashley</b> Project Manager	230	412-932-2958	<a href="mailto:abaptiste@partner4work.org">abaptiste@partner4work.org</a>
<b>Broman, Tim</b> Data Manager	268	412-745-0368	<a href="mailto:tbroman@partner4work.org">tbroman@partner4work.org</a>
<b>Brillman, Lita</b> Adult Program Coordinator	217	412-932-2947	<a href="mailto:lbrillman@partner4work.org">lbrillman@partner4work.org</a>
<b>Chandler, Tyler</b> Compliance Specialist	225	412-932-2945	<a href="mailto:tchandler@partner4work.org">tchandler@partner4work.org</a>
<b>Cherry, Rob</b> Chief Executive Officer	209	412-552-7090	<a href="mailto:rcherry@partner4work.org">rcherry@partner4work.org</a>
<b>Christiansen, Mayada</b> Senior Director, Youth Workforce Programs	206	412-552-7094 Cell 412-951-7134	<a href="mailto:mchristiansen@partner4work.org">mchristiansen@partner4work.org</a>
<b>Crowe, John</b> Program Manager, Adult Workforce Services	249	412-785-7249 Cell: 814-571-7148	<a href="mailto:jcrowe@partner4work.org">jcrowe@partner4work.org</a>
<b>Cullen, Carolyn</b> Data Analyst	255	412-785-7255	<a href="mailto:ccullen@partner4work.org">ccullen@partner4work.org</a>
<b>Dodson, Ryan</b> Accounting Manager	218	412-932-2940	<a href="mailto:rdodson@partner4work.org">rdodson@partner4work.org</a>
<b>Ford, Carolyn</b> Contracts Manager	219	412-932-2959	<a href="mailto:cford@partner4work.org">cford@partner4work.org</a>
<b>Fornari, Emma</b> Compliance Specialist	232	412-932-2949	<a href="mailto:efornari@partner4work.org">efornari@partner4work.org</a>
<b>Francis, Sydney</b> L&E Program Coordinator	262	412-745-0262	<a href="mailto:sfrancis@partner4work.org">sfrancis@partner4work.org</a>
<b>Gau, Kala</b> Coordinator, Priority Service for Youth & Adults	265	412-745-0265	<a href="mailto:kgau@partner4work.org">kgau@partner4work.org</a>
<b>Heckman, Aleigh</b> Industry Liaison, Manufacturing	221	412-932-2951	<a href="mailto:aheckman@partner4work.org">aheckman@partner4work.org</a>
<b>Helmick, Teresa</b> Accounting Clerk	231	412-932-2948	<a href="mailto:thelmick@partner4work.org">thelmick@partner4work.org</a>
<b>Holten, Aubrey</b> Career Pathways Coordinator	207	412-552-7095	<a href="mailto:aholten@partner4work.org">aholten@partner4work.org</a>
<b>Hope, William</b> Healthcare Industry Liaison	228	412-932-2953	<a href="mailto:whope@partner4work.org">whope@partner4work.org</a>
<b>Izimbetova, Raihan</b> Earn and Work Ready Program Manager	203	412-785-7253 Cell: 412-330-7436	<a href="mailto:rizimbetova@partner4work.org">rizimbetova@partner4work.org</a>
<b>Johnson, Jeanne</b> HR Generalist	223	412-482-5142	<a href="mailto:jjohnson@partner4work.org">jjohnson@partner4work.org</a>
<b>Kolan, Dustin</b> Data Coordinator	259	412-785-7259	<a href="mailto:dkolan@partner4work.org">dkolan@partner4work.org</a>
<b>Kramer, Kristin</b> Chief Financial Officer	237	412-552-7088	<a href="mailto:kkramer@partner4work.org">kkramer@partner4work.org</a>
<b>Kreit, Brian</b> Chief Compliance & Policy Officer	261	412-745-0261	<a href="mailto:bkreit@partner4work.org">bkreit@partner4work.org</a>
<b>Largaespada, Edgar</b> Senior Director of Industry Strategy	201	412-552-7087 Cell: 724-553-4666	<a href="mailto:elargaespada@partner4work.org">elargaespada@partner4work.org</a>
<b>Lipecky, Kathy</b> Youth Programs Manager	256	412-785-7256	<a href="mailto:klipecky@partner4work.org">klipecky@partner4work.org</a>
<b>Long, Markese</b> Director of Strategic Partnerships & Career Pathways	234	412-552-7096	<a href="mailto:mlong@partner4work.org">mlong@partner4work.org</a>
<b>Lukitsch, Dylan</b> Labor Market Research Manager	264	412-745-0264	<a href="mailto:dlukitsch@partner4work.org">dlukitsch@partner4work.org</a>
<b>Main, Kevin</b> Compliance Specialist	263	412-745-0263	<a href="mailto:kmain@partner4work.org">kmain@partner4work.org</a>
<b>Matten, Jessica</b> Compliance Specialist	257	412-785-7257	<a href="mailto:jmatten@partner4work.org">jmatten@partner4work.org</a>
<b>Molitor, Ellen</b> Contracts Management Specialist	267	412-745-0267	<a href="mailto:emolitor@partner4work.org">emolitor@partner4work.org</a>
<b>Moore, Dillon</b> Senior Director of Policy & Data	216	412-932-2956 Cell: 304-677-1993	<a href="mailto:dmoore@partner4work.org">dmoore@partner4work.org</a>
<b>Pajewski, Jennifer</b> Chief of Staff	210	412-552-7098 Cell: 724- 462-9766	<a href="mailto:jpajewski@partner4work.org">jpajewski@partner4work.org</a>

<b>Peedin, Jennifer</b> School Age Youth Program Manager	251	412-785-7251	<a href="mailto:jpeedin@partner4work.org">jpeedin@partner4work.org</a>
<b>Peterson, Stephanie</b> L&E Program Manager	260	412-745-0260	<a href="mailto:speterson@partner4work.org">speterson@partner4work.org</a>
<b>Petrashune, Katharine</b> Project Manager	239	412-785-7243	<a href="mailto:kpetrashune@partner4work.org">kpetrashune@partner4work.org</a>
<b>Powell, Kathleen</b> Program Manager, Adult Workforce Services	220	412-785-7242	<a href="mailto:kpowell@partner4work.org">kpowell@partner4work.org</a>
<b>Puskar, Susie</b> Chief Operations Officer	211	412-552-7099 Cell: 773-266-1572	<a href="mailto:spuskar@partner4work.org">spuskar@partner4work.org</a>
<b>Roper, Kris</b> Director of Fiscal	222	412-932-2942	<a href="mailto:kroper@partner4work.org">kroper@partner4work.org</a>
<b>Ross, Jonathan</b> Subrecipient Compliance Manager & EO Officer	252	412-785-7252	<a href="mailto:jross@partner4work.org">jross@partner4work.org</a>
<b>Shockley, Kaylee</b> Policy Specialist	258	412-785-7258	<a href="mailto:kshockley@partner4work.org">kshockley@partner4work.org</a>
<b>Smith, Aja</b> Senior Manager, Digital Strategy	229	412-932-2954	<a href="mailto:asmith2@partner4work.org">asmith2@partner4work.org</a>
<b>Smith, Andy</b> Senior Director of Adult Workforce Programs	236	412 -932-2957 Cell: 412-684-9924	<a href="mailto:asmith@partner4work.org">asmith@partner4work.org</a>
<b>Weintraub, Xavier</b> Development Coordinator	248	412-785-7248	<a href="mailto:xweintraub@partner4work.org">xweintraub@partner4work.org</a>
<b>Wesley, Carl</b> Chief Program and Innovation Officer	202	412-785-7245	<a href="mailto:cwesley@partner4work.org">cwesley@partner4work.org</a>
<b>Witt, Spencer</b> Senior Accountant/ Payroll Specialist	266	412-745-0266	<a href="mailto:switt@partner4work.org">switt@partner4work.org</a>
<b>Woods, LaDonna</b> Special Assistant to the CEO/ Office Manager	254	412-785-7254 Cell: (412) 500-1602	<a href="mailto:lwoods@partner4work.org">lwoods@partner4work.org</a>
<b>Yeager, Bonny</b> Senior Manager of Industry Solutions	269	412-745-0269 Cell: 412-551-8562	<a href="mailto:byeager@partner4work.org">byeager@partner4work.org</a>
<b>Yost, Monique</b> Director, Priority Populations	226	412-932-2946	<a href="mailto:myost@partner4work.org">myost@partner4work.org</a>

**Other Contacts**

<b>CareerLink (Downtown Office)</b> 304 Wood St. Commons	412-552-7100 (Main) 412-552-7051 (Fax)	Greeter's desk: 412-697-6677
<b>CareerLink (East Office) Ardmore Blvd.</b>	412-436-2225 (Main) 412-436-2133 (Fax)	Greeter desk: call Main # press 201 of zero

## PA CAREERLINK® PITTSBURGH/ALLEGHENY COUNTY SYSTEM

### COMPREHENSIVE CENTERS

#### **Allegheny East**

2040 Ardmore  
Boulevard  
Pittsburgh, PA 15221  
412-436-2225  
TTY 412-271-4217

#### **Downtown Pittsburgh**

914 Penn Avenue  
Pittsburgh, PA 15222  
412-552-7100  
TTY 412-552-7044

### REGIONAL CENTERS

#### **Alle-Kiski**

1150 5th Avenue,  
Suite 200  
New Kensington, PA  
15068  
724-334-8600  
TTY 724-334-8713

#### **Mon Valley Regional**

570 Galiffa Drive  
Donora, PA 15033  
724-379-4750  
TTY 724-379-5981

Partner4Work, formerly 3 Rivers Workforce Investment Board, leads the development, integration and implementation of a world-class workforce development system in Pittsburgh and Allegheny County.

### **Mission**

To develop a thriving workforce, Partner4Work drives and delivers strategic investments, provides expertise, and creates opportunities for businesses, job seekers, agencies, and policymakers in Allegheny County and the City of Pittsburgh.

### **Vision**

Partner4Work envisions a thriving and prosperous community, where all residents have access to expansive career opportunities and all businesses have access to a talented workforce.

### **Values**

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

### **Partner4Work**

Centre City Tower, Suite 2400  
650 Smithfield Street  
Pittsburgh, PA 15222  
Phone: (412) 552-7090  
Fax: (412) 552-7091  
[www.partner4work.org](http://www.partner4work.org)

*Equal Opportunity Employer*

*Auxiliary aids and services are available upon request. Reasonable accommodations can be made when requested in advance. Please call (412) 552-7090 or email [info@partner4work.org](mailto:info@partner4work.org) with your request.*

