



3 RIVERS WIB

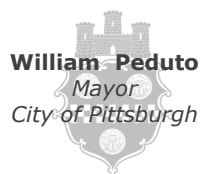
THREE RIVERS WORKFORCE INVESTMENT BOARD



Mark T. Latterner
President

Briefing Book

May 13, 2016





3 RIVERS WIB

THREE RIVERS WORKFORCE INVESTMENT BOARD

BOARD OF DIRECTORS

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Executive Director
Contractors Association of Western
PA

Belechak, Joseph

President
DiGioia and Associates

Block, Donald G.

Executive Director
Greater Pittsburgh Literacy Council

Bullock, Dr. Quintin

President
Community College of Allegheny
County

Caplan, Debra

Health care consultant

Charlton, Don

Founder and Chief Product Officer
Jazz

Cherna, Marc

Director
Allegheny County
Department of Human Services

Cooper, Mary Frances

President and Executive Director
Carnegie Library of Pittsburgh

Coplan, David A.

Executive Director
Human Services Center Corp.

Dugan, Ann

Managing Director
Headwaters SC

Ellsworth, Laura

3RWIB Vice President
Partner-in-Charge, Global
Community Service Initiatives
Jones Day

Fincke, Jason

Executive Director
Builders Guild of Western PA

Fisher, Laura

Senior Vice President
Allegheny Conference on
Community Development

Gdovic, Ron

President and Founder
WindStax Power Systems

Gittlen, Ike

Technician
United Steel Workers

Hartman, Ed

3RWIB Treasurer
Director of Finance and Accounting,
AIRes

Hippert, Dr. Linda

Executive Director
Allegheny Intermediate Unit

Imam, Razi

Founder
and Chief Executive Officer
113 Industries

Johnson, Cindy

Senior Vice President, Chief
Human Resources Officer
Allegheny Health Network

Jones, Marsha

Executive Vice President and Chief
Diversity Officer
PNC

Katona, Marci

District Administrator
Office of Vocational Rehabilitation

Kuzma, Lisa

Senior Program Officer
Richard King Mellon Foundation

Lucore, Rebecca

Chief of Staff
Covestro

Nolder, Steve

Vice President of Human
Resources and Logistics
Calgon Carbon

Pipitone, Scott

President and CEO
Pipitone Group

Powers, Beth

Senior Vice President and Chief
Human Resources Officer
ATI

Shea, Jack

President,
Allegheny County
Labor Council AFL-CIO

Sherrill, LaTrenda Leonard

Deputy Chief of Operations and
Administration
City of Pittsburgh

Stambaugh, Craig

Vice President, Human Resources
and Talent Acquisition,
UPMC

Trybus, Jessica

3RWIB Secretary
Founder
and Chief Executive Officer
Simcoach Games

MEETING AGENDA

Welcome and Call to Order

Roll call and declaration of proxies

Mr. Mark Latterner, President

Pittsburgh Works Video Presentation, The Trade Institute of Pittsburgh

General Business and Discussion Items

Communications

- Rebranding and Renaming

Mr. Scott Pipitone

Service Delivery (page 29)

- United Labor Agency partnership update
- Amplify: Pittsburgh Works Technical Assistance
- Transitional jobs

Ms. Ann Dugan, Chair

Youth Advisory Committee (page 30)

- Year-round program contracting update
- Learn and Earn

Ms. Laura Ellsworth, Chair

Consent Agenda Items (page 11)

- **ACTION: Approve the minutes from the March 11, 2016, Board meeting (page 12)**
- **ACTION: Acknowledge the actions taken by the Executive Committee since the last full board meeting (page 11):**
 - Accept \$50,000 from the McAuley Foundation for Learn and Earn
 - Accept \$250,000 from the Hillman Foundation to create a regional information source on labor market trends and challenges
 - Accept \$250,000 from the Department of Labor and Industry for the TechHire initiative
 - Accept a total of \$966,720 in TANF funding for summer youth employment activities (Pittsburgh and Allegheny County)
 - Accept a total of 375,000 from The Pittsburgh Foundation for Learn and Earn

WIOA Implementation (page 26)

- Local and Regional Planning
- **ACTION: Approve 3RWIB's one-year Workforce Development Plan for Pittsburgh/Allegheny County**
- **ACTION: Approve the one-year transitional Regional Plan**

Mr. Latterner

Governance

Ms. Debra Caplan

Audit/Finance Committee (page 19)

Mr. Ed Hartman, Treasurer

Please note: There will be a special teleconference of the Board from 3 to 3:30 p.m. June 16 to approve the 2016-2017 3RWIB Budget

CEO's Report

Ms. Stefani Pashman, CEO

Open Forum: Board Member Comments

Public Comment Period

Individual speakers are limited to three (3) minutes.

Adjournment

2015-16 Strategic Plan Dashboard



Thought Leadership

- Goal 1 1 Be the local go-to organization on workforce development/Establish a transparent, accessible workforce system.
- Goal 2 2 Demonstrate to individuals using the services as well as to tax payers and community at-large the impact of workforce programs.
- Goal 3 3 Provide leadership to WIOA implementation in Allegheny County and the broader region.



Youth Pipeline Development

- Goal 1 1 Serve youth through a high quality youth workforce system through strategic investments in programs that produce results.
- Goal 2 2 Establish strong linkages with CTCs/Post-secondary institutions to align programming with career pathways & labor market demand.
- Goal 3 3 Continue and grow the summer employment efforts of Learn & Earn to engage more than 2,000 youth.



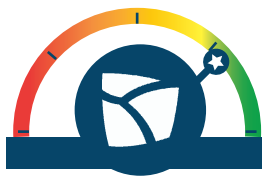
Connecting Job Seekers to Careers

- Goal 1 1 Build a highly efficient job placement infrastructure through alignment of local public and private services (PGH Works).
- Goal 2 2 Serve individuals where they access services by using PGH Works to increase system capacity by expanding job placement services.
- Goal 3 3 Map and define appropriate intersections with human services programs in preparing job seekers for job placements.



Systemic Workforce Solutions

- Goal 1 1 Transition business solutions from industry partnership model to viable sector strategies that meet broad talent needs of key industries.
- Goal 2 2 Continue to design, pilot and scale innovative WD solutions in collaboration with employers and PGH Works members.
- Goal 3 3 Experiment with and determine efficacy of neighborhood-based WD strategies.



Internal Infrastructure

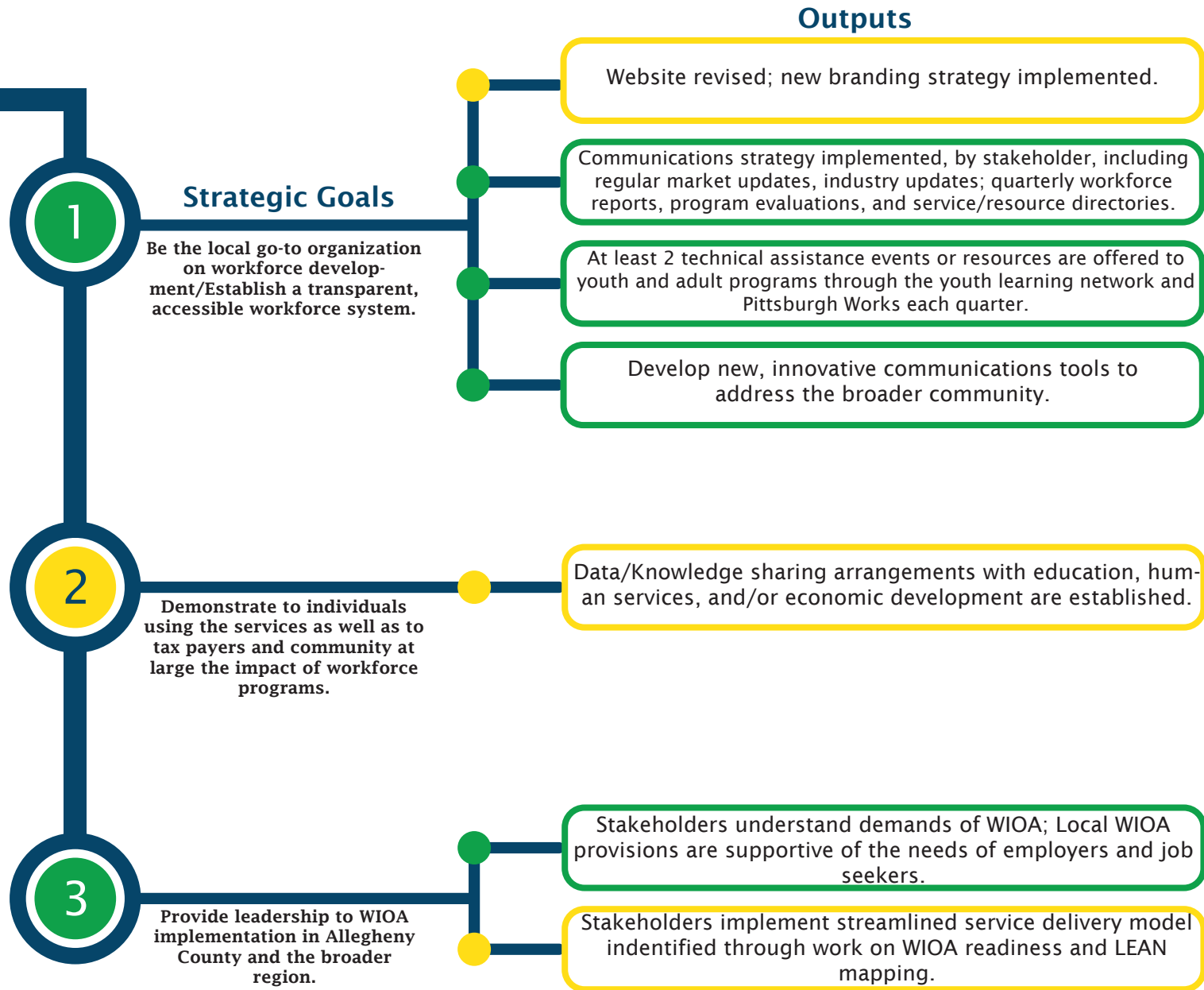
- Goal 1 1 Continue to diversify funding in support of strong public/private WD infrastructure.
- Goal 2 2 Reinforce internal infrastructure to support acceleration and/or expansion when needed/Ensure Board makeup and all policies are optimized.
- Goal 3 3 Strengthen organizational knowledge management and ensure staff skills, knowledge and interest to advance strategic priorities.

 On target/progress being made
 Slower progress than expected
 Struggling/need to adjust course

Strategic Goal: Close Up



Thought Leadership

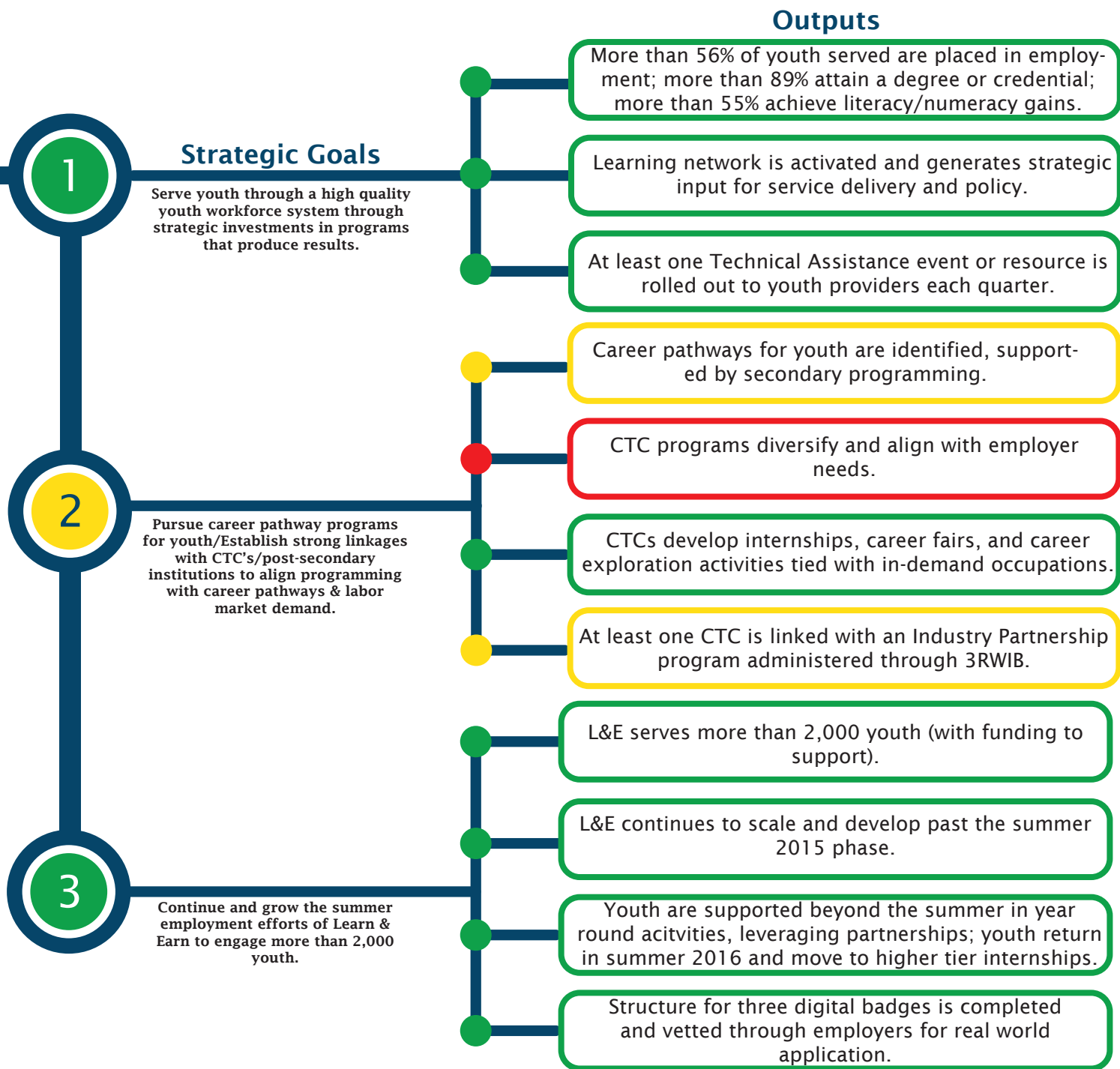


- On target/progress being made
- Slower progress than expected
- Struggling/need to adjust course

Strategic Goal: Close Up



Youth Pipeline Development

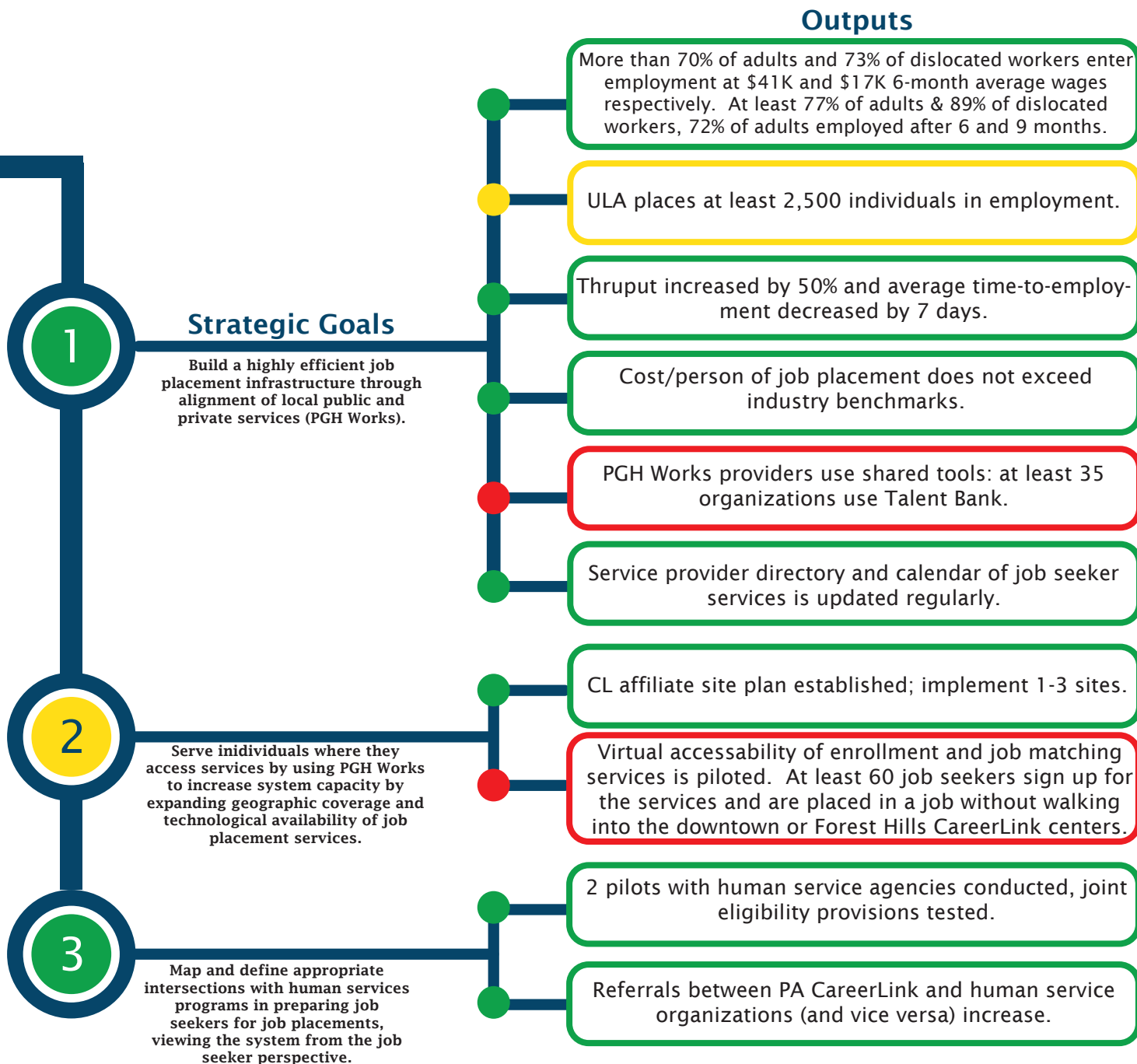


- On target/progress being made
- Slower progress than expected
- Struggling/need to adjust course

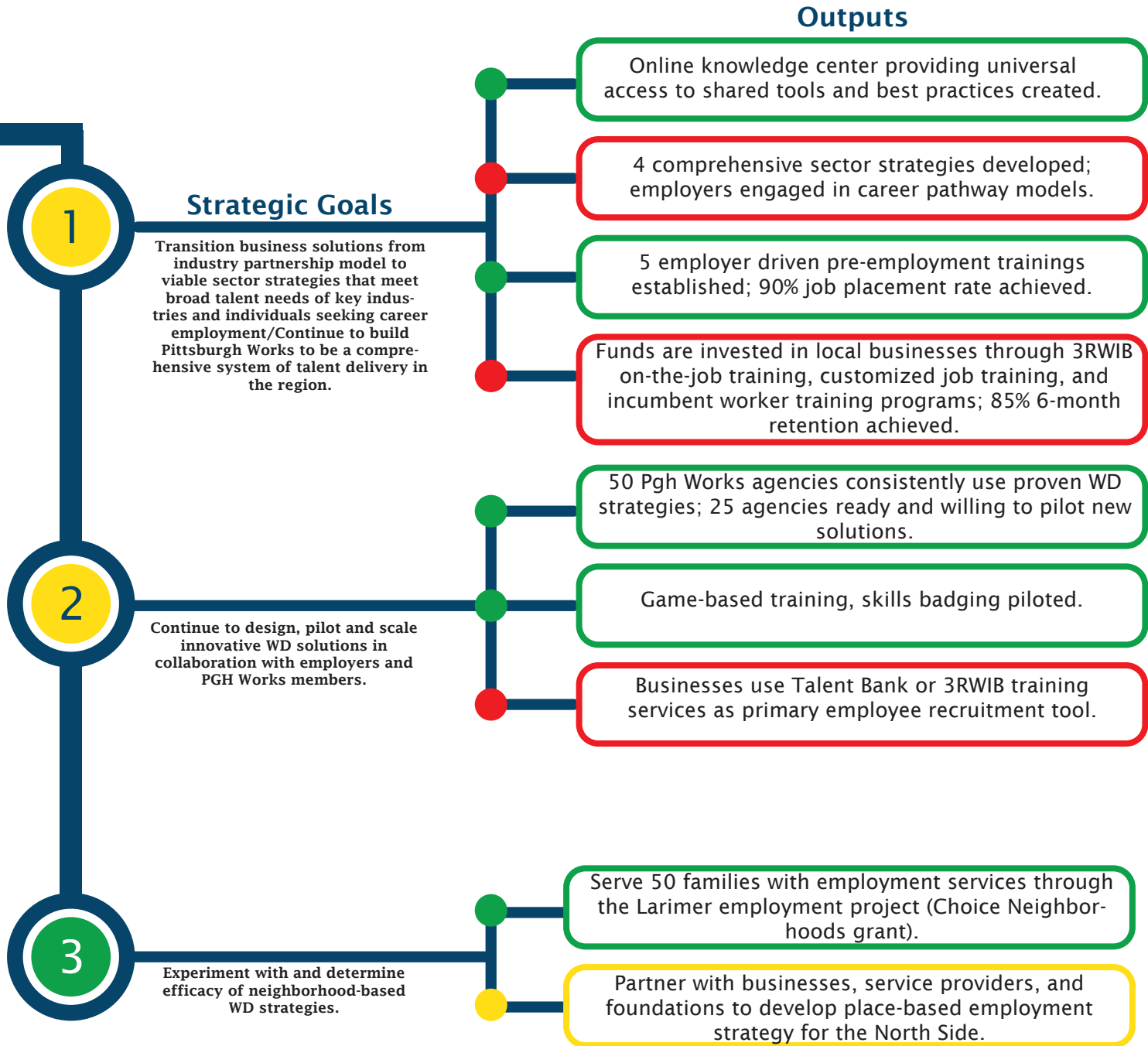
Strategic Goal: Close Up



Connecting Jobseekers to Careers

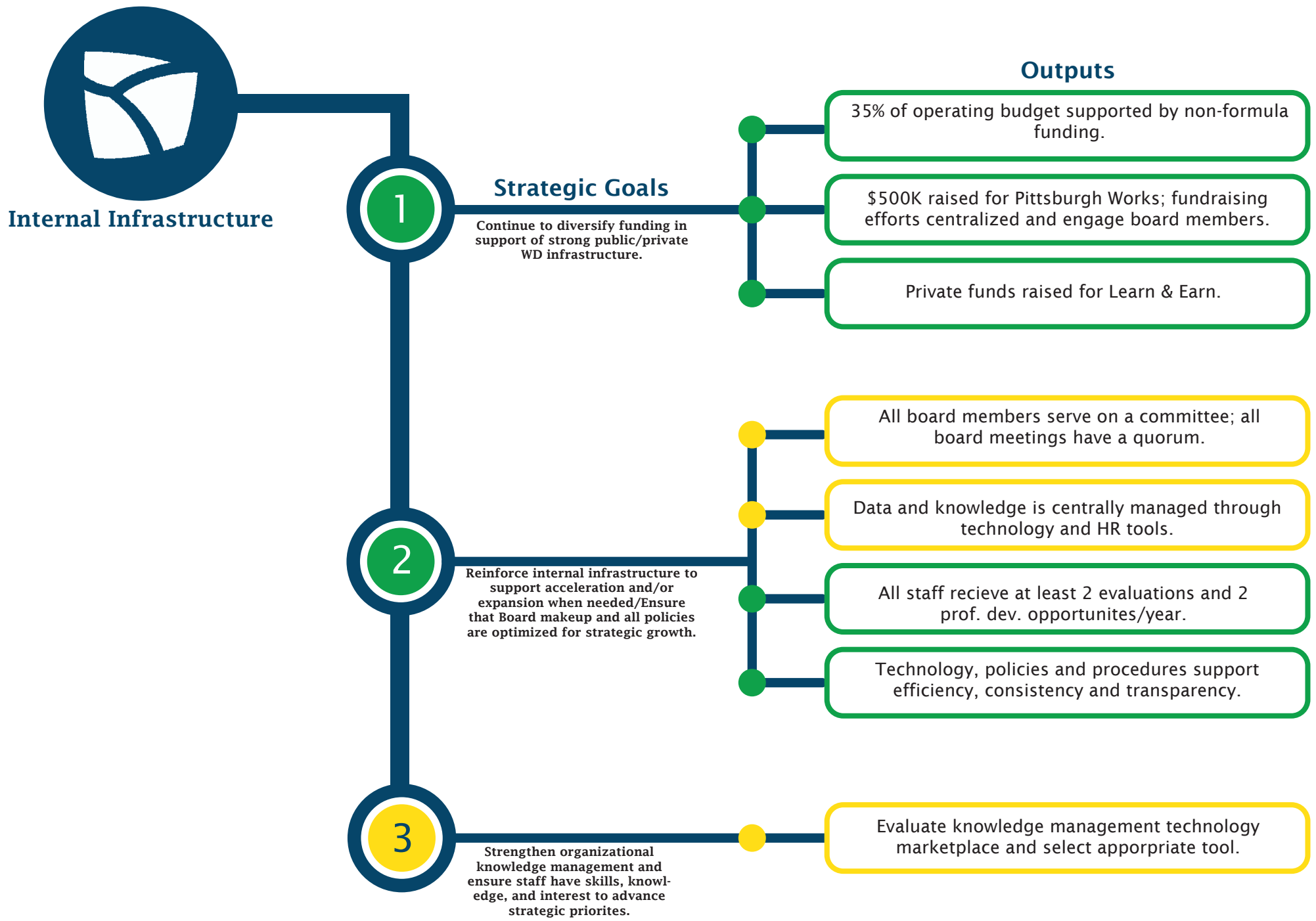


- On target/progress being made
- Slower progress than expected
- Struggling/need to adjust course



- On target/progress being made
- Slower progress than expected
- Struggling/need to adjust course

Strategic Goal: Close Up



- On target/progress being made
- Slower progress than expected
- Struggling/need to adjust course

MEETING MATERIALS

Grant funding received

Accept \$50,000 from the McAuley Foundation for Learn and Earn

Funding received to place 22 youth from the Hill District, Uptown and West Oakland in a Tier 1 or Tier 2 position. Last year, the McAuley Foundation supported Learn and Earn with a \$50,000 grant.

Accept \$250,000 from the Hillman Foundation to create an information source on labor market trends and challenges

With this funding we aim to enhance our data management and research capacity to support workforce development efforts by multiple, diverse partners. Through this grant, 3RWIB will be able to disseminate more timely, in-depth research reports free to the community. In addition to labor market information, 3RWIB will enhance its analytics of program performance and share workforce challenges, relevant promising solutions, career pathways opportunities, and an array of policy issues. This grant will facilitate data and evidence-driven workforce and economic development, and stimulate more effective cross-sector collaboration.

Accept \$250,000 from the Department of Labor and Industry for the TechHire initiative

Tech Hire Pittsburgh's goal is to have a systemic approach to effectively match job seekers to high demand IT-and tech-related careers and focuses on employer-defined career pathways mapped to educational and training opportunities. Tech Hire Pittsburgh is also designed to close the digital skills divide that is separating untapped pools of talent and people with barriers to employment from IT-and tech-related careers. Together with the core partners (Allegheny Conference on Community Development, Pennsylvania State System of Higher Education, Community College of Allegheny County, PA CareerLink®, and others) 3RWIB will undertake a number of activities to reach these goals.

Accept a total of \$966,720 in TANF funding for summer youth employment activities (Pittsburgh and Allegheny County)

Funding will be used to place 436 City and County youth 18 years and younger into Learn and Earn summer jobs.

Accept a total of 375,000 from The Pittsburgh Foundation for Learn and Earn

Funding received to place 169 youth residents in public housing in Tier 1 or Tier 2 positions. Last year, The Pittsburgh Foundation supported Learn and Earn with \$200,000 grant. A \$100,000 grant application is pending for funding to serve Allegheny County youth.

Minutes of 3RWIB Board of Directors' Meeting
Minutes of TRWIB, Inc., annual Board of Directors' Meeting
Centre City Tower, Suite 2600, 650 Smithfield Street, Pittsburgh PA 15222
7:45 to 9:45 a.m.
March 11, 2016

Board Members Present

Belechak, Joe (by phone)
Block, Don
Caplan, Debra
Cherna, Marc
Cooper, Mary Frances
Dugan, Ann
Ellsworth, Laura
Fincke, Jason
Fisher, Laura
Katona, Marci
Kuzma, Lisa
Latterner, Mark
Lucore, Rebecca
Nolder, Steve
Pipitone, Scott
Sherrill, LaTrenda Leonard

Board Members Absent

Barcaskey, Rich
Bullock, Dr. Quintin
Coplan, Dave
Gdovic, Ron
Gittlen, Ike
Hartman, Ed
Hippert, Dr. Linda
Imam, Razi
Johnson, Cindy
Jones, Marsha
Powers, Beth
Shea, Jack
Stambaugh, Craig
Trybus, Jessica

Guests Present

Henderson, Sean
Killmeyer, Deb
Leipold-Mostel, Jodi
Niedermeyer, Troy
Pferdekamper, Eric
Sljva-Blystone, Amy

Staff Present

Adamowski, Mary
Dodds, Vanessa
Hudson, Scott
Krekanova Krofcheck, Vera
Martino, McCrae
Pajewski, Jennifer
Pashman, Stefani
Puskar, Susie
Shields, Cynthia

Board Meeting Minutes (continued)

Chair Mark Latterner opened the meeting at 7:50 a.m. and remarked that the board book this time is significantly smaller than for some recent board meetings. Information provided is specific to agenda items; however, the strategic planning dashboard will be provided for the board to quickly see progress relative to our strategic goals and objectives.

He reminded that the group would discuss the strategic plan to update some of the language to ensure the organization's local plan aligns with the strategic plan. He offered that the group would have a deeper conversation regarding the strategic plan and asked for the board to please plan to attend May 13. He reminded about remaining board dates for 2016 — May 13, September 30, and December 16.

Mr. Latterner also asked for feedback on the reference sheet first distributed in December. He noted that that a few metrics were added to the targets.

Some of the feedback included gaining a better understanding of how the unemployed connect with the public system. Lisa Kuzma remarked that she would like to see more of a "funnel," that numbers without better context is not helpful in understanding impact of the system.

Staff would revisit the design for the next board meeting.

Mr. Latterner moved to a roll call, announced a quorum and declared four proxy ballots approving all items.

Consent Agenda

Mr. Latterner pointed the group to the consent agenda included in the briefing book. The action items included:

- **Accept:**
 - \$250,000 from the PA Department of Labor and Industry for TechHire
 - \$25,000 from the PA Department of Labor and Industry for Nontraditional Apprenticeship Planning
- **Approve:**
 - Minutes from the December 18, 2015, Board meeting
 - The release of an RFP for providers and case management services for transitional jobs
- **And Acknowledge the actions taken by the Executive Committee since the last full board meeting:**
 - Accept \$669,000 from the state Department of Labor and Industry for micro-credentials
 - Approve sending naming options for legal review
 - Agree to maintain existing local areas consistent with WIOA— keeping the City of Pittsburgh and Allegheny County as two separate workforce development areas

On a motion by Don Block, seconded by Scott Pipitone, the consent agenda was unanimously approved.

Audit/Finance

Mr. Latterner offered the committee report in the absence of Treasurer Ed Hartman.

He that information including financial statements, the audit and the 990s for TRWIB Inc. and RWC were sent electronically copies were available at the meeting.

The finance committee met with Schneider Downs to review the audit for FYE 6.30.15 and Form 990, and the auditors issued an unmodified opinion.

Three adjustments were made:

- Adjustment to remove CareerLink related activity that is purely a pass through transaction
- Adjustment to move a receivable to FY 16

- Adjustment to correct a billing that was based on an estimate

There were two findings reported related to billing twice for the same expense and the billing based on an estimate. These findings are classified as a significant deficiency and a material weakness, respectively.

In response to these issues, 3RWIB created a revised financial package, are closing on a timely basis, are current on draws and reporting and have improved internal controls. The team continues to work closely with Independent Controllers as the search for a CFO continues.

Moving forward the finance committee reviewed the 12/31/15 financial statements. Mr. Latterner remarked that the organization continues to maintain a strong cash position; unrestricted net assets are \$750,000 and the organization is under budget in spending.

Ms. Kuzma, who serves on the committee, commented on the audit and the challenges the committee previously had in receiving information. She continued that understanding what the organization does and how the money flows is critical for the board to accomplish its mission.

Mr. Latter concluded that staff and the committee would continue to review statements on a monthly basis.

On a motion by Marc Cherna, seconded by Laura Fisher, the board unanimously approved the Audit for the Fiscal Year Ending June 30, 2015.

On a motion by Deb Caplan, seconded by Ann Dugan, the board unanimously accepted the Form 990 submissions for TRWIB, Inc and RWC.

WIOA transition

Mr. Latterner, with CEO Stefani Pashman, discussed the state and local Workforce Development Plans in relation to the organization's strategic goals.

In late December, the state released its plan and a committee of the board, including the Executive Committee, reviewed the plan.

While the organization supports the Governor's goals, the committee believed that in order to successfully implement and align efforts on a local level and avoid unintended consequences of ambiguous language, the committee submitted recommendations focused on three areas: Coordination across partners and programs, balancing the needs of job seekers and employers and data integration and accessibility.

Mr. Latterner remarked that the state received about 900 comments on the plan, including ours, but very few changes were made to the final version. No changes were based on the comments submitted by 3RWIB. The board subsequently discussed these recommendations .

Employer engagement

Mr. Latterner reminded that employer engagement continues to be a priority of the organization; however, the state will require local areas to devote significant funding to training, mostly focused on individuals with barriers to employment.

This represents a significant shift in the service delivery model of the Title 1 contractor, ULA, which focuses on jobs first and training when necessary.

The training objectives can be met through employer engagement with on-the-job training opportunities. The state has placed an additional burden on employers to register with the state as an eligible training provider to receive OJT funds. He said this requirement might dissuade employers from engaging with the system.

The group discussed opportunities for engaging employers and removing obstacles, particularly in light that 3RWIB's touch with employers has not been strong to date. The group continued that education and outreach to employers should continue

Access to data

Mr. Lattener said the committee was encouraged by the state's plan to build a greater level of integration between the (CWDS) and other case management and data collection systems across programs.

This integration is necessary to improve the coordination of services for individuals throughout programs, maximize resources and streamline the process for services. However, local areas do not have access to real-time data. He tasked the group to brainstorm ways to overcome the obstacle and for the group to decide its role in overcoming it.

Ultimately, the group concluded that the state will need to give local areas access to data as the federal law requires data-based decision making and the group would continue to influence decision making at the state level for access.

Local and Strategic planning

Mr. Lattener reminded that state plan provides the framework all local areas must use to craft the local workforce development plan. Local plans must be submitted to the state for approval by June 2 following a 30-day public comment period. An electronic copy of the local plan was to be sent to board members following the meeting.

Key topics in the local plan include:

- An analysis of the local workforce and economy, including how 3RWIB's local programs and efforts align with employer and job seeker needs.
- A description of how our vision and goals align with those of the Governor. The Governor's goals include:
 - Establishing career pathways;
 - Developing sector strategies in partnership with employers and educators;
 - Increasing work-based learning opportunities for youth;
 - Employer engagement to strengthen connections between education/training and the economy; and
 - And strengthening data sharing and more effectively use data.
- A description of our efforts to coordinate with other programs, including identifying opportunities for co-enrollment of job seekers.
- A description of our efforts to strengthen coordination between workforce and economic development to address workforce challenges.
- And a description of how we will leverage public funds with private funds to deliver services and build the system.

The Executive Committee will vote officially to release the local plan for public comment. Questions and comments should be sent to Stefani and a final draft would be shared with the board prior to the May 13 meeting.

Mr. Lattener said the local plan reflects the strategic plan with a few additions. He pointed the group to a set of additions included in the board book and includes adding language to address:

- Coordination and collaboration across partners and core programs
- Coordination and partnership with economic development
- Serving individuals with barriers to employment

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- Providing youth with work experience and work-based learning
- Transitional jobs
- And WIOA performance measures

These updates reflect no substantive changes to our objectives, tactics, or outputs.

On a motion by Deb Caplan, seconded by Ann Dugan, the board unanimously approved the additions to the strategic plan as presented.

Service Delivery

Service Delivery Committee Chair Ann Dugan offered the following update:

United Labor Agency

- ULA assumed the Title 1 contract on March 1, 2015. In that time, ULA has provided
 - More than 30,000 more job seeker services than ResCare
 - More onsite recruitments
 - More engagement with employers
 - And connected significantly more job seekers with jobs.
- However, ULA has not yet met its contracted goal of placing 209 job seekers per month.
- ULA attributes this to a slower than expected start up and the loss of the key job-matching tool, PC Recruiter.
- 3RWIB discontinued use of PC Recruiter in January 2016 due to concerns from the State regarding its use with CWDS.
- JobGateway is the sole system of use in the CareerLink system.
- Continue performance monitoring

Pittsburgh Works and Technical Assistance

- 3RWIB conducted a soft launch of our technical assistance program in fall. Since launch, an online knowledge center with resources for both funded and non-funded workforce development organizations has been created and provided nearly 60 hours of ad-hoc and one-on-one technical assistance to providers.
- The next phase kicks off the inaugural session of this series with a workshop on trauma-informed workforce development.
- Mental health specialist Amy Lohr will help these workforce development professions better serve job seekers who have experienced trauma from things like violence, long-term poverty or chronic unemployment. This session will help providers recognize psychological trauma and work more effectively with these job seekers.
- A webinar to prepare for programmatic and fiscal monitoring scheduled

Policy Updates & Revisions

- The Committee recommends a list of recommendations related to several 3RWIB policies.
- Recommendations include updates to seven existing policies and the creation of one policy to respond to new state guidance and federal requirements as well as to alleviate some of the administrative burden on our providers.
 - The eligibility policy has been changed to make eligibility easier for out-of-school youth and to reflect expanded youth eligibility options.
 - The priority of service policy has been changed to reflect the State's requirement that 51% of participants fall under priority of service. This includes veterans, low income individuals and recipients of public assistance. Our analysis shows that we already meet these levels.
 - The Business Solutions policies, including on-the-job, customized and incumbent worker training, and the self-sufficiency policy have been updated with a new self-sufficiency wage in line with the federal poverty guidelines.
 - Also the business solutions policies now include language requiring inclusion on the Local Training Provider List (LTPL).

- While businesses are specifically exempt from the reporting and performance requirements of the Eligible Training Provider List (ETPL) in WIOA, the state has issued guidance requiring businesses to report performance and enroll in CWDS for inclusion on a Local Training Provider List as of July 1, 2016. We anticipate this will be a burden for employers and will discourage their participation in OJT activities. We have voiced these concerns to the state. A new policy, the ETPL policy, will be adopted to outline the grievance process if a training provider is rejected from the ETPL or LTPL for cause.
- Several policies including our supportive service, Job Driven NEG and Youth Work Experience were updated due to provider feedback to help the policies align with program delivery.
- A new Transitional Jobs policy is being developed. Staff are grounding the policy and pending RFP in best practices.

On a motion by Don Block, seconded by Lisa Kuzma, the board unanimously approved the recommended policy updates.

Youth Advisory Committee

Prior to engaging in a discussion about Learn and Earn, Chair Laura Ellsworth offered a report on the youth contracts.

- Year round youth programs have enrolled 1,277 youth, slightly more than what was reported in the board book last week. This represents a 50% increase over the average enrollment in the past three program years.
- Out-of-School Youth providers are currently serving about 800 youth in year-round programs. This represents 5.2% of the 15,315 youth ages 16-24 who are neither in school nor employed in Allegheny County.
- Enrollments alone are just the starting point for providers and young people. We have implemented a technical assistance agenda to help providers understand the WIOA and its requirements. To help ensure that providers meet outcomes and we help as many young people as possible achieve success, staff are meeting regularly with providers and facilitating connections with external resources.
- Analysis of last year's program data demonstrate that youth who participate in work experience are 15% more likely than our general ISY/OSY participants to successfully enter employment, post-secondary training, or the military. This, coupled with WIOA's requirement that local boards spend 20% of their youth funds on work experience, has intensified our work with providers on increasing work experience opportunities. Currently, only 7.7% of the invoices we've received have been connected to work experience. Many providers structure their programs with work experience in the second half of the program, so we anticipate that number will rise.

Efforts are underway to convene the provider group quarterly and have found the providers to be interested in working together in a more meaningful way, both sharing best practices and aligning programs. To assist with this effort, 3RWIB is planning a provider meeting this spring to talk about program design and possibilities for partnership before entering into contract negotiations with providers.

Ms. Ellsworth also remarked that additional staff is needed to manage the youth portfolio.

2016 Summer Youth Employment and STEM Demos

- Work on the electronic application for Learn and Earn youth participants should be completed in March
- The RFP for provider sites was released on February 19. Providers have until this coming Wednesday, March 16, to apply.
- At the same time, we have also released an RFP for STEM Demonstration funding. You may remember that in the Summer/Fall 2015, we piloted 10 STEM oriented programs for opportunity youth, serving over 200 youth. We reserved some of the funding we were awarded from the state last year to be able to invest in programs again this spring. We have approximately \$250-300K left in this funding stream. These funds must be spent by June 30, 2016.

- An RFP was issued February 17 for these STEM programs. Proposals were due March 4. We received 23 proposals. Funded programs will incorporate a work experience and hands-on activities, create a supportive learning environment for youth, and decrease barriers to participation.
- Recruiting continues for Tier 3 — the corporate internship experience.
- Verbal commitments from 10 employers to host 16 interns

Significant conversation continued regarding the ongoing negotiations and conversations with the City of Pittsburgh about the MOU to administer the summer youth employment program.

3RWIB proposed to be the administrative arm of the program and to coordinate contracts and recruit/match youth. That MOU had still not been signed, and Ms. Ellsworth implored the group to contact City Council representatives to encourage them to get the pieces in place as time is running out. She affirmed that the collaborative was in the best interest of the youth and providers and has the support of both the Mayor and County Executive but has been delayed at the City Council level.

Some board members said they had already had conversations with council members to push the MOU through.

LaTrenda Leonard Sherrill revealed that push back continued with at least one provider, who did not want to see the MOU come to fruition. Others discussed the funding difficulties that would exist without a signed agreement — funders would not be willing to put forth the dollars to support the program without a cooperative in place.

Ms. Ellsworth said the organization would continue to educate and lead conversations to achieve the agreement in the best interests of the youth.

CEO'S REPORT

As time was running short, Ms. Pashman offered an abbreviated report focused on new partnerships. Specifically, Ms. Pashman talked about the exciting work of Pittsburgh Works and blending public and private funding to get more people into jobs.

She talked about working with construction employers like Massaro and the labor unions to build better relationships to open doors to more of our job seekers.

She also spoke about the efforts underway to create a series of pop-up one-stops with the Carnegie Library System of Pittsburgh, the first of which would be held downtown.

Subsequent discussion focused on case studies and ways to showcase the good work taking place. Ms. Pashman agreed that future meetings would open with videos, guest presenters or other ways to conceptualize and add context to the work we do.

OPEN FORUM

There was no additional comment.

PUBLIC COMMENT PERIOD

There was no public comment.

ADJOURNMENT OF MEETING

On a motion by Ann Dugan, seconded by Deb Caplan, the meeting adjourned at 9:40 a.m.

TRWB INC
Statement of Financial Position
As of March 31, 2016

	Unrestricted	Temporarily Restricted	Total
ASSETS			
Current Assets			
Checking/Savings	\$ 506,201.41	\$ 1,436,968.54	\$ 1,943,169.95
Accounts Receivable	888,482.34	20,000.00	908,482.34
Other Current Assets	17,904.66	-	17,904.66
	<hr/>		
Total Current Assets	1,412,588.41	1,456,968.54	2,869,556.95
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TOTAL ASSETS	\$ 1,412,588.41	\$ 1,456,968.54	\$ 2,869,556.95
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LIABILITIES & NET ASSETS			
Liabilities			
Current Liabilities			
Accounts Payable			
2001 - Accounts Payable	\$ 635,663.71	\$ -	\$ 635,663.71
Accounts Payable	635,663.71	-	635,663.71
	<hr/>		
Credit Cards			
2110 - Corporate Purchasing Card	-	-	-
Total Credit Cards	-	-	-
	<hr/>		
Other Current Liabilities			
2340 - Payable to 401K	14,181.90	-	14,181.90
2370 - Accrued Vacation	19,291.92	-	19,291.92
2380 - Accrued Payroll	3,714.84	-	3,714.84
Total Other Current Liabilities	37,188.66	-	37,188.66
	<hr/>		
Total Current Liabilities	672,852.37	-	672,852.37
	<hr/>		
Total Liabilities	672,852.37	-	672,852.37
	<hr/>		
Net Assets			
Unrestricted	751,166.11	-	751,166.11
Temporarily Restricted	-	1,481,578.00	1,481,578.00
Current Period Activity	(11,430.07)	(24,609.46)	(36,039.53)
Total Net Assets	739,736.04	1,456,968.54	2,196,704.58
	<hr/>		
TOTAL LIABILITIES & NET ASSETS	\$ 1,412,588.41	\$ 1,456,968.54	\$ 2,869,556.95
	<hr/>		

TRMB INC
Statement of Activities
July 1, 2015 through March 31, 2016

	Reimbursement Contracts						Restricted Grants						Total Unrestricted	Temporarily Restricted	TOTAL
	Management & General (Unrestricted)	Fundraising (Unrestricted)	Allegheny County WMOA (Program)	City of Pittsburgh WMOA (Program)	TANF (Program)	PA CareerLink (Program)	Workforce Innovation Grant (Program)	Industry Partnerships (Program)	Pittsburgh Works (Program)	Place Based Strategies (Program)	Youth Programs (Program)	Total Program (Unrestricted)			
Ordinary Income/Expense															
Income															
4000 · Public Funds/Government Grants	0.00	0.00	2,816,934.16	2,288,660.99	947,184.98	282,454.00	52,220.72	0.00	75,313.93	61,105.64	700,052.08	7,223,926.50	7,223,926.50	0.00	7,223,926.50
4200 · Foundation & Private Contrib	(1,195.00)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	(6,000.00)	(6,000.00)	(7,195.00)	610,000.00	602,805.00
4300 · Interest	2,597.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2,597.13	0.00	2,597.13
4800 · Assets Released frm Restriction	0.00	0.00	0.00	0.00	0.00	0.00	0.00	27,679.78	203,074.57	7,614.61	396,240.50	634,609.46	634,609.46	(634,609.46)	0.00
4700 · Other Income	12,231.36	0.00	0.00	0.00	0.00	300.00	0.00	0.00	0.00	0.00	0.00	300.00	12,531.36	0.00	12,531.36
Total Income	13,633.49	0.00	2,816,934.16	2,288,660.99	947,184.98	282,754.00	52,220.72	27,679.78	278,388.50	68,720.25	1,090,292.58	7,852,835.96	7,866,469.45	(24,609.46)	7,841,859.99
Gross Profit	13,633.49	0.00	2,816,934.16	2,288,660.99	947,184.98	282,754.00	52,220.72	27,679.78	278,388.50	68,720.25	1,090,292.58	7,852,835.96	7,866,469.45	(24,609.46)	7,841,859.99
Expense															
5000 · Direct Program Expenses	0.00	0.00	2,278,432.21	1,864,459.53	890,212.21	282,535.08	51,500.00	0.00	118,131.02	52,450.05	841,500.96	6,379,221.06	6,379,221.06	0.00	6,379,221.06
5200 · Salary, Wages, and Benefits	(4,171.46)	3,587.30	435,950.82	358,728.53	45,775.65	0.00	1,971.78	23,758.83	130,097.42	13,288.07	194,589.79	1,204,160.89	1,203,576.73	0.00	1,203,576.73
5350 · Communication	1,409.49	0.00	0.00	0.00	0.00	0.00	0.00	0.00	286.24	0.00	151.18	437.42	1,846.91	0.00	1,846.91
5450 · Equipment Expense	4,107.70	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	979.00	979.00	5,086.70	0.00	5,086.70
5500 · Fiscal	35,932.65	0.00	550.00	550.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,100.00	37,032.65	0.00	37,032.65
5650 · Insurance	12,762.39	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,762.39	0.00	12,762.39
5660 · Information Technical Service	16,536.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,536.50	0.00	16,536.50
5700 · Legal Expense	24,304.40	0.00	0.00	2,278.50	0.00	0.00	0.00	0.00	0.00	0.00	55.90	2,334.40	26,638.80	0.00	26,638.80
5750 · Materials / Supplies	29,458.41	0.00	3.20	3.21	0.00	0.00	0.00	0.00	145.39	0.00	1,341.57	1,493.37	30,951.78	0.00	30,951.78
5760 · Meeting Expense	7,561.53	0.00	626.65	729.33	57.74	0.00	0.00	0.00	1,091.53	139.40	5,856.36	8,501.01	16,062.54	0.00	16,062.54
5770 · Memberships	11,765.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,765.00	0.00	11,765.00
5850 · Other Miscellaneous	1,571.51	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,571.51	0.00	1,571.51
5900 · Postage / Messenger	1,648.63	0.00	0.00	0.00	0.00	0.00	21.38	0.00	0.00	0.00	0.00	21.38	1,670.01	0.00	1,670.01
5940 · Publications	535.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	535.00	0.00	535.00
5950 · Rent	59,023.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4,500.00	4,500.00	63,523.68	0.00	63,523.68
6000 · Staff Administration	10,026.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,026.00	0.00	10,026.00
6050 · Telephone	8,658.47	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	865.77	865.77	9,524.24	0.00	9,524.24
6060 · Temporary Service	33,097.55	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	33,097.55	0.00	33,097.55
6070 · Training	5,461.92	0.00	0.00	0.00	0.00	0.00	0.00	0.00	600.00	0.00	0.00	600.00	6,061.92	0.00	6,061.92
6080 · Travel & Conference	9,218.54	0.00	450.93	427.38	65.00	0.00	0.00	0.00	112.71	0.00	133.99	1,190.01	10,408.55	0.00	10,408.55
6900 · Distributed Costs	(251,662.65)	582.31	97,555.86	61,484.51	11,074.38	0.00	5,959.66	3,920.95	27,924.19	2,842.73	40,318.06	251,080.34	0.00	0.00	0.00
Total Expense	17,245.26	4,169.61	2,813,569.67	2,288,660.99	947,184.98	282,535.08	59,452.82	27,679.78	278,388.50	68,720.25	1,090,292.58	7,856,484.65	7,877,899.52	0.00	7,877,899.52
Net Ordinary Income	(3,611.77)	(4,169.61)	3,364.49	0.00	0.00	218.92	(7,232.10)	0.00	0.00	0.00	0.00	(3,648.69)	(11,430.07)	(24,609.46)	(36,039.53)
Net Income	(3,611.77)	(4,169.61)	3,364.49	0.00	0.00	218.92	(7,232.10)	0.00	0.00	0.00	0.00	(3,648.69)	(11,430.07)	(24,609.46)	(36,039.53)

(A) (B) (C) (C)

- (A) Represents Management & General cost not allocated to various programs.
- (B) Misc time charged by staff to Fundraising.
- (C) Minor reconciliation differences. Amounts to be investigated, and, if appropriate, funds will be drawn from appropriate funding contract

TRWB INC
Profit & Loss Budget Performance
March 2016

	Jul '15 - Mar 16	YTD Budget	\$ Over Budget	% of Budget	Annual Budget
Ordinary Income/Expense					
Income					
4000 · Public Funds/Government Grants	\$ 7,223,926.50	\$ 9,805,325.23	\$ (2,581,398.73)	73.67%	\$ 12,317,467.00
4200 · Foundation & Private Contrib	602,805.00	2,428,087.47	(1,825,282.47)	24.83%	3,993,750.00
4300 · Interest	2,597.13	0.00	2,597.13	100.0%	0.00
4800 · Assets Released frm Restriction	0.00	0.03	(0.03)	0.0%	0.00
4700 · Other Income	12,531.36	0.00	12,531.36	100.0%	0.00
Total Income	7,841,859.99	12,233,412.73	(4,391,552.74)	64.1%	16,311,217.00
Gross Profit	7,841,859.99	12,233,412.73	(4,391,552.74)	64.1%	16,311,217.00
Expense					
5000 · Direct Program Expenses	6,379,221.06	9,782,972.97	(3,403,751.91)	65.21%	13,043,964.00
5200 · Salary, Wages, and Benefits	1,203,576.73	1,496,872.49	(293,295.76)	80.41%	1,995,830.00
5350 · Communication	1,846.91	35,925.02	(34,078.11)	5.14%	47,900.00
5450 · Equipment Expense	5,086.70	20,744.97	(15,658.27)	24.52%	27,660.00
(A) 5500 · Fiscal	37,032.65	24,884.94	12,147.71	148.82%	33,180.00
(B) 5650 · Insurance	12,762.39	9,450.03	3,312.36	135.05%	12,600.00
(C) 5660 · Information Technical Service	16,536.50	11,700.00	4,836.50	141.34%	15,600.00
5700 · Legal Expense	26,638.80	14,400.03	12,238.77	184.99%	19,200.00
5750 · Materials / Supplies	30,951.78	47,321.97	(16,370.19)	65.41%	63,096.00
5760 · Meeting Expense	16,062.54	27,187.45	(11,124.91)	59.08%	36,250.00
5770 · Memberships	11,765.00	13,537.49	(1,772.49)	86.91%	18,050.00
5850 · Other Miscellaneous	1,571.51	0.00	1,571.51	100.0%	0.00
5900 · Postage / Messenger	1,670.01	1,349.97	320.04	123.71%	1,800.00
5940 · Publications	535.00	805.44	(270.44)	66.42%	1,074.00
(D) 5950 · Rent	63,523.68	62,099.97	1,423.71	102.29%	82,800.00
6000 · Staff Administration	10,026.00	10,638.03	(612.03)	94.25%	14,184.00
6050 · Telephone	9,524.24	9,135.00	389.24	104.26%	12,180.00
(E) 6060 · Temporary Service	33,097.55	0.00	33,097.55	100.0%	0.00
6070 · Training	6,061.92	19,829.28	(13,767.36)	30.57%	26,439.00
6080 · Travel & Conference	10,408.55	41,009.23	(30,600.68)	25.38%	54,679.00
6900 · Distributed Costs	0.00	0.00	0.00	0.0%	0.00
6100000 · Inactive Account	0.00	0.00	0.00	0.0%	0.00
Total Expense	7,877,899.52	11,629,864.28	(3,751,964.76)	67.74%	15,506,486.00
Net Ordinary Income	(36,039.53)	603,548.45	(639,587.98)	(5.97%)	804,731.00
Net Income	\$ (36,039.53)	\$ 603,548.45	\$ (639,587.98)	(5.97%)	\$ 804,731.00

- (A) Budget did not include expenses for Sisterson project, for which funding was obtained. Additionally, there are some additional costs related to fiscal monitoring of providers that were not in the original budget.
- (B) Unanticipated increase due to Worker's Comp audit.
- (C) Monthly contract being higher than budgeted.
- (D) Increase in monthly rent, effective August 2015, was not in original budget.
- (E) Due to unanticipated staff leaves and the need for additional fiscal administrative support.

TRWIB, Inc.
Net Asset Rollforward
As of March 31, 2016

TEMPORARILY RESTRICTED FUNDS					
	Pittsburgh Works	Business Solutions / Industry Partnerships	Place Based Strategies	Youth Programs	Total
Balances as of June 30, 2015	\$ 791,914	\$ 211,297	\$ 2,826	\$ 475,541	\$ 1,481,578
Activity: July 1 to Mar 31, 2016					
Current Year Additions to Temp Restricted Funds:					
Restricted Grants Received:					
The Pittsburgh Foundation	100,000	-	100,000	200,000	400,000
Citizens Bank	55,000	-	-	5,000	60,000
BNY Mellon	-	-	-	150,000	150,000
Sub-Total	155,000	-	100,000	355,000	610,000
Reimbursements received from Restricted Grants:					
Allegheny County Economic Development	-	-	-	150,052	150,052
Allegheny County Department of Human Services	-	-	-	550,000	550,000
National Fund for Workforce Solutions	75,314	-	-	-	75,314
Urban Strategies CNI	-	-	61,106	-	61,106
Citizens Bank	-	-	-	(6,000)	(6,000)
Sub-Total	75,314	-	61,106	694,052	830,472
Total Restricted Funds Received this period:	230,314	-	161,106	1,049,052	1,440,472
Expenses incurred this period related to these restricted programs:	(278,389)	(27,680)	(68,720)	(1,090,293)	(1,465,082)
Net Activity: July 1, 2015 to March 31, 2016	(48,075)	(27,680)	92,386	(41,241)	(24,610)
Fund Balance Balance at Mar 31, 2016	\$ 743,839	\$ 183,617	\$ 95,212	\$ 434,300	\$ 1,456,968

Assets Released from Restriction (as presented on the Statement of Activities):

Expenses incurred this period related to these restricted programs	\$ (1,465,082)	(A)
Less: Reimbursements received from Restricted Grants	830,472	(B)
Assets Released from Restriction	\$ (634,610)	

TRWIB, Inc.
Cash Flow Projection - as of March 31, 2016

	Reconciled Cash Balances as of March 31, 2016		Temporarily Restricted Amounts					Total	
	Unrestricted		Pittsburgh Works	Industry Partnerships	Place Based Strategies	Youth Programs	Total Restricted		
Cash/Savings	\$	<u>1,943,170</u>	\$ 506,202	\$ 743,839	\$ 183,617	\$ 95,212	\$ 414,300	\$ 1,436,968	\$ 1,943,170
Accounts Receivable balances as of March 31, 2016:			888,482	-	-	-	20,000	20,000	\$ 908,482
Temporarily Restricted Balances as of March 31, 2016:				<u>\$ 743,839</u>	<u>\$ 183,617</u>	<u>\$ 95,212</u>	<u>\$ 434,300</u>	<u>\$ 1,456,968</u>	
Accounts Payable / Current Liabilities balance as of March 31, 2016:			<u>(672,852)</u>						\$ (672,852)
			<u>\$ 721,832</u>						<u>\$ 2,178,800</u>
Amounts Unbilled / (Overbilled) as of March 31, 2016:			-	-	-	-	-	-	
Anticipated Unrestricted Cash Balance upon collection of Unbilled Amts.			<u>\$ 721,832</u>						
Current Monthly Burn Rate:									
Total Expenses through March 31, 2016			\$ 7,877,900						
Less:									
Direct Program Expenses			<u>(6,379,221)</u>						
Salaries/Benefits/Other Admin Expenses			1,498,679						
Number of months			9						
Monthly Average Salaries/Benefits/Other Admin Expenses			<u>\$ 166,520</u>						
Number of Future Months Funded			<u>4.33</u>						

2016-17 WIOA Allocations and TANF Estimate

	15-16 Total Allocation	16-17 Total Allocation	Difference	Percentage Change
Adult	\$ 2,506,216	\$ 2,388,408	\$ (117,808)	-4.7%
DW	\$ 2,353,383	\$ 1,956,940	\$ (396,443)	-16.8%
Youth	\$ 2,806,319	\$ 2,677,933	\$ (128,386)	-4.6%
TANF	\$ 1,508,020	\$ 1,508,020	\$ -	
TOTAL	\$ 9,173,938	\$ 8,531,301	\$ (642,637)	-7.0%

	15-16 Total Allocation	16-17 Total Allocation	Difference	
City of Pittsburgh	\$ 4,051,476	\$ 3,427,969	\$ (623,507)	-15.4%
Allegheny County	\$ 5,122,462	\$ 5,103,332	\$ (19,130)	-0.4%
Total	\$ 9,173,938	\$ 8,531,301	\$ (642,637)	-7.0%

Discussion Items and Committee Reports

WIOA IMPLEMENTATION

REGIONAL AND LOCAL WORKFORCE DEVELOPMENT PLANS

Following board approval in March, 3RWIB released the draft of its Local Plan for a 30-day public commenting period on March 18, 2016. In addition, we held a public forum on April 12; no one attended the forum.

3RWIB has received comments from two organizations. A summary of the comments/questions and 3RWIB responses are:

Representative from the Healthcare for Homeless Veterans Program of the VA Pittsburgh Healthcare System:

- Expressed concerns with a reference to Veterans as a population with barriers to employment on page 15 of the Local Plan draft.
- Provided feedback that the local plan appears to tie “all of the hope of influencing employment increases among veterans on the Veterans Value Initiative”. Commenter noted other items that may be considered for inclusion in the local plan, including local veterans employment representatives (LVEP) located in PA CareerLink® offices and the Disabled Veterans Outreach Program (DVOP).

3RWIB Response:

- 3RWIB recognizes that being a veteran in itself is not a barrier to employment. Rather, Veterans are among the target population groups that receive “priority of service” under the Workforce Innovation and Opportunity Act.
- The Veterans Value Initiative is one of the many efforts of 3RWIB and its partners use to serve the Veteran population. Veterans receive “priority of service” across all employment and training services available under WIOA, including career counseling, job readiness training, and funding for training services (On-the-Job Training, Occupational Skills Training, Incumbent Worker Training, etc.). Currently, Veterans account for nearly 7% of all job seekers served through PA CareerLink®.

Representative from the Mon Valley Initiative:

- Commenter had several questions regarding various 3RWIB services and workforce development efforts. These include: Neighborhood Mapping projects (e.g. East End Mapping project); 3RWIB’s collaboration with the Carnegie Library of Pittsburgh to establish “Pop-Up” CareerLink sites; access to public transportation assistance for job seekers; and forthcoming technical assistance and training on serving ex-offender populations.

3RWIB Response:

- Neighborhood mapping to inform place-based strategies is offered to community partners on a fee-for-service basis. Community partners with questions about neighborhood mapping, labor market information, or any other data inquiries should contact info@trwib.org.
- 3RWIB, in partnership with Carnegie Library of Pittsburgh, will pilot pop-up PA CareerLink sites Downtown and in Allegheny Center on the North Side.
- Adults, dislocated workers and youth requiring access to public transportation assistance must exhaust all other avenues and resources as well as meet other eligibility requirements to access transportation assistance. CareerLink and youth program staff must provide documented proof of need and eligibility.
- 3RWIB will work closely with partner organizations serving ex-offenders to identify specific training and technical assistance tools and activities to best serve this population.

Complete comments and responses as well as a final draft of the local plan will be available May 11 at www.TRWIB.org.

REGIONAL PLAN

In addition to the Local Plan, 3RWIB has worked with our regional partners, Southwest Corner Workforce Development Board, Tri-County Workforce Development Board, and Westmoreland-Fayette Workforce Development Board to develop a transitional Regional Plan for workforce development activities in the PA Southwest region.

The plan was posted for public comment on April 8 and will close on May 9. To date, we have received two comments. The first commended the region for its partnerships and encouraging the workforce boards to think about working together with higher education. The second comment was received from a PA CareerLink® site administrator from the Mon Valley. She recommended the regional workforce boards effectively collaborate to fund a regional PA CareerLink office in the Mon Valley that could function as the hub for the three workforce areas (Washington, Westmoreland-Fayette, 3RWIB) to better serve job seekers. The Donora office of CareerLink sees traffic from Westmoreland and Allegheny counties in addition to Washington County.

A final draft of the regional plan will be available at www.TRWIB.org prior to the May 13 meeting. All local and regional plans must be submitted to the state by June 2.

NEW SERVICE – TRANSITIONAL JOBS

3RWIB has engaged in an effort to expand services to vulnerable populations through its Transitional Jobs. This effort not only aligns with our strategy, it meets the state requirement that local workforce boards spend 5 to 10 percent of Title I adult and dislocated worker funds on transitional jobs (TJ). TJ are time-limited, paid work experience for individuals with chronic unemployment or an inconsistent work history and are designed to build employment history and workplace skills while earning a paycheck. 3RWIB released an RFP for TJ in March and received 14 proposals totaling almost \$7 million in funds.

3RWIB will enter contract negotiations with three providers, Community Kitchen Pittsburgh, focused on culinary skills; Trade Institute of Pittsburgh, which will use Transitional Jobs funds to provide valuable work experience for graduates of its masonry programs; and the Center for Employment Opportunities (CEO), an organization out of NYC that has a history of successful transitional jobs programs for ex-offenders. All TJ providers will coordinate case management and job placement activities with PA CareerLink®.

Upcoming Workforce Innovation and Opportunity Act Dates

Key Dates	WIOA Implementation	3RWIB Steps
June 2016	<ul style="list-style-type: none"> The USDOL and USDOE are expected to publish Final Rules (NPRMs) to implement WIOA (this is extended from the previous deadline on January 2016). 	<ul style="list-style-type: none"> 3RWIB submitted comments to the USDOL and USDOE on the WIOA NPRMs on 6/15/2015.
6/2/2016	<ul style="list-style-type: none"> Deadline for submitting Local and Regional Plans to the State (extended from the previous date of May 2, 2016) 	<ul style="list-style-type: none"> 3RWIB has developed a local plan draft and will distribute to the board for review. An open forum to collect feedback will be scheduled. 3RWIB will continue to work with our regional partners on the development of a regional plan by 6/2/16.
6/30/2016	<ul style="list-style-type: none"> 3RWIB must demonstrate progress toward competitive procurement of one-stop operator. 3RWIB must competitively procure one-stop operator by 6/30/17. 	<ul style="list-style-type: none"> 3RWIB will engage in research and analysis to demonstrate steps toward competitive procurement by 6/30/2016
7/1/2016	<ul style="list-style-type: none"> New performance metrics under WIOA take effect 	<ul style="list-style-type: none"> 3RWIB will implement new performance metrics during PY2016

SERVICE DELIVERY COMMITTEE

3 Rivers Workforce Investment Board leads a best-in-class workforce system for the City of Pittsburgh and Allegheny County. The Service Delivery Committee guides 3RWIB's policy vision to youth and adult/dislocated worker programs, including PA CareerLink® Pittsburgh/Allegheny County..

Amplify – Professional Development and Technical Assistance component of Pittsburgh Works

Pittsburgh Works launched the multi-modal Amplify professional development and technical assistance agenda for providers with in-person and web-based training programs as well as self-serve online resource center. Professional development topics include direct service and program design. The online resource center can be found at <http://www.trwib.org/pittsburghworks/?id=8>.

Pittsburgh Works

Pittsburgh Works is a key initiative of 3RWIB. It is a public/private collaboration of more than 80 community-based providers, including PA CareerLink® Pittsburgh/Allegheny County, united in the effort to raise the quality of services provided and connect more job seekers to well-paying careers.

KEY ACCOMPLISHMENTS

- More than 1,200 job seekers referred to job placement services at PA CareerLink®.
- ULA has placed over 1,400 job seekers since July 1.
- Employer Talks engagement strategy refined with a three-phase approach — education of providers, facilitated employer discussion and recruitment event — to result in more placements and to broaden our sector strategies. The first event in this approach will be held in May and will focus on construction y in construction.
- Training Talks kick off – built on the successful Employer Talks model these sessions connect organizations preparing job seekers with short-term, employer-driven training programs that lead to employment.
- Human centered design pilot with key stakeholders including ULA, Goodwill, GPLC, and OVR is creating a system for shared employer engagement.

CHALLENGES

- Many members of Pittsburgh Works view other organizations as competition for dollars, employers, and job seekers which inhibits a streamlined continuum of services, dual enrollment, and referrals between providers. Through Pittsburgh Works we are increasing the level of familiarity between organizations and incentivizing collaboration in order to break down some of these barriers.

Compliance and Monitoring

3RWIB strives to maintain compliance with all federal and state policies and regulations under WIOA. 3RWIB has complied with all requirements during the State and USDOL monitoring of 3RWIB programs. 3RWIB is currently carrying out program and fiscal monitoring of its sub-recipients with plans to complete monitoring by the end of June. In addition to monitoring for compliance, 3RWIB uses the monitoring process to collect information to support ongoing evaluation of our program investments.

Updates:

- 3RWIB contracted with the accounting firm CliftonLarsenAllen to fiscally monitor our PY2015 partners.
- 3RWIB conducted on-site reviews of 3RWIB's year-round WIOA and TANF-funded youth programs. On-site reviews will be completed for all of 3RWIB's year-round programs by May 31. Monitoring of adult programs will begin soon.
- PA Department of Labor & Industry will begin monitoring local areas for PY2015, and a on-site monitoring visit will be scheduled during the summer.

CHALLENGES:

- The State plan requires that 30 percent of Title I funding be spent on training. This is a new requirement for PY16 and 3RWIB is working with providers to ensure that programs align with this requirement. This will require additional financial reporting and the requirements are not mutually inclusive (the WIOA work experience requirement can include staff time spent supporting work experience; the state training requirement cannot include staff time). The additional reporting and conflicting requirements may be challenging for providers.

3 Rivers Workforce Investment Board ~ Centre City Tower, Suite 2600 ~ 650 Smithfield Street ~ Pittsburgh, PA 15222

YOUTH ADVISORY COMMITTEE

3 Rivers Workforce Investment Board's Youth Advisory Committee leads efforts to prepare youth with the skills needed to develop a world-class workforce pipeline in Pittsburgh and Allegheny County. It recommends the distribution of funds manages youth service contracts and guides the vision for youth programs.

Youth Contract Performance

3RWIB is legally charged to provide oversight, distribute funds and manage contracts for youth service delivery in the City of Pittsburgh and Allegheny County. These dollars support programs which serve youth based on income eligibility or youth who face certain predetermined barriers to gaining employment.

KEY ACCOMPLISHMENTS

- 3RWIB holds one-year contracts with 16 agencies to provide services to about 1,385 youth in in-school and out-of-school youth programming. Enrollments are now closed and programs have enrolled 506 in-school and 764 out-of-school youth, representing about 92 percent of our original target. This level of enrollment is a 50 percent increase in the average youth served in the past three program years.
- In-School and Out-of-School youth programs are now focused on enrolling youth in paid and unpaid work experience, helping youth obtain a credential (finishing high school, sitting for the GED, or industry-recognized occupational credential), and helping youth find work or prepare for college.
- 3RWIB has implemented regular provider meetings and is rolling out technical assistance to share best practices across the youth provider network. Sessions will include workshops on eligibility and enrollment, re-engaging disconnected youth, creating partnerships to best serve youth participants, and engaging with employers.
- Building on the success of the first year, 3RWIB expanded the STEM demonstration program for the spring 2016. Contracts have been executed with 14 organizations which recruit youth from OSY and ISY programming as well as the community at-large. Nearly 1,200 participants will be exposed to STEM careers through a variety of programs, ranging from intensive 6-week programs that result in credentials to single day career fairs. All STEM programs incorporate hands-on learning, opportunities for leadership, and real-world experience with job readiness skills.
- 3RWIB has fully staffed up in the youth team, hiring an additional program coordinator to support providers.

CHALLENGES:

- WIOA requires that 20 percent of youth funds be spent on work experience activities. 3RWIB is working with providers to develop these opportunities and to understand the statutory requirements.

Learn and Earn

In partnership with the City of Pittsburgh and Allegheny County, 3RWIB's Learn and Earn summer youth employment program provides opportunity youth, ages 14-21, with six-week, paid internships and includes work readiness and financial literacy components. In 2015, 3RWIB blended more than \$4 million in public and private funds to deliver the summer youth employment experience.

3RWIB finalized an MOU with the City and County in April, establishing 3RWIB as the administrative entity for Learn and Earn with input and strategic leadership from a Learn and Earn Advisory Committee. This Committee will be comprised of two representatives from the City, two of the County, and two from the WIB. These representatives will jointly name the seventh member. Debbie Caplan and McCrae Martino will represent 3RWIB.

The goal for 2016 is to serve 2,000 youth (1,300 city & 700 county) and 3RWIB has raised additional funds to meet this goal. The application period for youth ran from April 19 to May 9, 2016 using an on line system for the first time. This system allows for more efficient recruitment, job matching youth engagement, youth pathing, and reporting.

Employer recruitment for Tier 3 internships continues to be a challenge. Only 23 slots have been committed to date with employers including ARes, Allegheny Intermediate Unit, Citizens Bank, Giant Eagle, Jones Day, MARC USA, Massaro, Peoples Natural Gas, PITT OHIO, PNC, Steeltown Entertainment, and UPMC.

KEY PROGRAM UPDATE

Business Solutions

To further our commitment to leading a public workforce development system that balances the needs of those seeking careers with the talent demands of local industry, 3RWIB established an outward facing Business Solutions team in 2014.

The Business Solutions team has engaged 81 new employers in key sectors since the last board meeting, a total of 237 new connections since July 1. Three percent of these employers are in construction; 17 percent in health care; 12 percent in IT; 35 percent in manufacturing; 19 percent in professional services; and 13 percent in other sectors.

Business Solutions and the business services team of ULA have secured contracts with 13 companies (Construction, Technology, Manufacturing, and Professional) to train a total of 31 employees through the OJT/CJT programs. Another Customized Job Training for 12 solar installers with SolarCity, a company new to our region, is pending. Contracts are pending to upskill 531 health care workers through the Incumbent Worker Training program.

3RWIB also has engaged companies for the TechHire initiative which focuses on creating access to well-paying tech jobs requiring less than a four-year degree. In addition, we have set up a collaborative infrastructure to support new hire veterans in SWPA with on-the-job training funds.



3 RIVERS WIB

THREE RIVERS WORKFORCE INVESTMENT BOARD

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PA CAREERLINK® PITTSBURGH/ALLEGHENY COUNTY SYSTEM

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The Three Rivers Workforce Investment Board (TRWIB) leads the development, integration and implementation of a world-class workforce development system in Pittsburgh and Allegheny County.

Mission

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

Vision

TRWIB 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.

Three Rivers Workforce Investment Board

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