

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 3 1 , 2 0 1 7

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Mayor
City of Pittsburgh



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Rich Fitzgerald
County Executive
Allegheny County



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 Simcoach Games

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BRIEFING BOOK
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Draft Form 990 submissions for TRWIB, Inc., and Regional Workforce Collaborative distributed separately.

PARTNER4WORK
Board of Directors' Meeting
7:45 to 10:15 a.m. March 31, 2017

1. Welcome and call to order *Mark Latterner*

2. Transitional Jobs *Jennifer Flanagan,
Executive Director/Founder
Community Kitchen Pittsburgh*

3. WIOA and the Federal Policy Landscape *Ron Painter, CEO
National Association of Workforce Boards*

4. Consent Agenda:
ACTION: Accept grant funding received since the Feb. 4, 2017, Executive Committee meeting:
 - \$150,000 from PA Dept. of Labor & Industry for the Business Education Partnership
 - \$238,000 from The Pittsburgh Foundation to support Pittsburgh youth in public housing that participate in Learn & Earn
 - \$60,000 from PA Dept. of Labor & Industry for Regional and Local PlanningACTION: Approve the minutes from the December 16, 2016, Board meeting.
ACTION: Acknowledge the action taken by the Executive Committee meeting since the last full Board meeting:
Affirm the resolution that Partner4Work will enter into a Memorandum of Understanding (MOU) for Learn and Earn 2017 under the following conditions:
 - Partner4Work may retain as much as 10 percent of Learn and Earn funding sources for administrative costs;
 - Partner4Work will not enter into agreements that are predicated upon receipt of CDBG funds absent a backup source of funding to replace CDBG funds that are not received;
 - Partner4Work provider contracts will include language regarding CDBG funding risk and expectation that providers will not likely be paid until December 2017 for work performed in the summer; and
 - Convening of key program principals to resolve 2016 concerns.

5. Audit/Finance *Ed Hartman, Treasurer*
Action: Approve the Form 990 submissions for TRWIB, Inc.,
and the Regional Workforce Collaborative

6. Governance *Deb Caplan*

7. Learn & Earn *Deb Caplan*

8. Service Delivery *Stefani Pashman*
 - Operator procurement
 - Title 1 Performance

9. CEO's Report *Stefani Pashman*

10. Open forum: Board member comments
11. Public Comment Period
Individual speakers limited to three (3) minutes
12. Adjournment

2016-17 Strategic Plan Dashboard



Thought Leadership

Be the local go-to organization on workforce development.

Increase visibility and understanding of Partner4Work regionally and nationally through a comprehensive communications strategy.

Provide leadership to WIOA implementation and establish a transparent workforce system.



Youth Pipeline Development

Serve youth through a high quality youth workforce system through strategic investments in programs that produce results.

Identify career pathways for youth that are supported by secondary and post-secondary training institutions.

Strengthen the connection between year round and summer programming and expand employment opportunities for youth.



Connecting Job Seekers to Careers

Build a highly efficient job placement infrastructure through alignment of local public and private services (PGH Works).

Use Pittsburgh Works and CareerLink affiliates to increase system capacity and expand access to job placement services.

Define appropriate intersections with human services and corrections programs in preparing job seekers for job placements.



Systemic Workforce Solutions

Transition business solutions from industry partnership model to viable sector strategies that meet broad talent needs to key industries. bi

Continue to design, pilot and scale innovative WD solutions in collaboration with employers and PGH Works members.

Build capacity of Pittsburgh Works partners through coordinated delivery of technical assistance.

Continue to diversify funding in support of strong public/private WD infrastructure.

Reinforce internal infrastructure to support acceleration and/or expansion when needed/Ensure Board makeup and all polices are optimized.

Strengthen organizational knowledge management and ensure staff skills, knowledge and interest to advance strategic priorities.

Internal Infrastructure

Increased capacity (staff, data); online data depository created; online job postings analysis. Occupational clusters and industry snapshots completed and available to the public. Launched job seeker focus groups; 140 stories collected.

Website and brand launched; Coverage in 5+ media outlets; new exposures and partnerships

All WIOA policies in place; one-stop partners and sub-contractors received guidance and support to implement WIOA

Performance met; 3 webinars conducted; quarterly meetings on track, construction strategy launched; new pilots for entrepreneurship and academic credit recovery underway

5 programs connected with microcredentials, post-secondary; others in progress

Year-Round Youth participating in Learn & Earn increased from 1% to 5.9% in 2016. Emphasis on work experience added to provider meetings.

Increase in referrals from community partners to Pittsburgh Works recruitment events; placements in last quarter dropped to average of 98 per month.

Distribution strategy implemented; CareerLink Library Pop-Ups expanded to Braddock; CareerLink satellite office established at EIC.

DHS/WIOA partnership established with 37 partners representing human services and workforce development; Training to Work (joint project with DHS and Allegheny County Jail) launched.

3 OJTs in PY16; Construction IP funded by state; Construction Career Pathway in development with community partners and employers




TechHire boot camps launched in Jan. with 32 trainees, about 50 businesses engaged; nearly 40 veterans received career services and/or occupational skills training through VVI; new environmental service training initiative launched with EIC and UPMC.

7 technical assistance events held; 177 individuals trained; 32 continuing education credits awarded

35% of actual expenses supported by non-formula funding due to Learn & Earn compared to the 40% originally budgeted.

Board membership compliant and certified through 2019; policies and procedures under review, A/P, payroll procedures implemented; fiscal system upgrades not started.

Local WIOA monitoring began in January 2017; onsite state monitoring scheduled for May; Local and Regional Planning consultant procured in February with a deadline for submission Sept. 1, 2017.

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



THOUGHT LEADERSHIP

- Public labor market data repository launched and promoted; job seeker focus groups launched to capture and address challenges facing those looking for work.
- Partner4Work and partner4work.org successfully launched with local and national exposure; support needed to continue momentum of public campaign.
- Policies in place; partners and subcontractors provided guidance and support with WIOA implementation.

40,000 FOR 40,000 CAMPAIGN

As a part of its rebranding, Partner4Work launched its 40,000 for 40,000 campaign on Jan. 26 to identify the people, organizations and actions at play to help the region's 40,000 unemployed or underemployed get to work.

- Two Employer Talks! events held to engage in candid conversations with construction firms Lane Construction, Arete and PJ Dick Turnball and security firms AM-Gard, Brinks and Loomis. These hiring businesses educated workforce development professionals on their hiring needs and what it takes to get job seekers hired. In a subsequent hiring event for security, four community-based agencies referred qualified job seekers to hiring managers. Five job seekers were offered positions. Forty job seekers attended a recruitment event with construction firms on March 22.
- PA CareerLink® Pittsburgh/Allegheny County hosted a job matching event connecting 250 qualified job seekers with more than 15 businesses with immediate hiring needs including Allegheny County, the City of Pittsburgh, Arete Constructions, and others.
- More than 140 job seekers shared stories from the field, talked about their struggles and challenges in connecting with the workforce. These stories will be added to the 40,000 voices library of Partner4Work.org and will be used to expand the series of postcards released at the January launch event.
- Eight unions and representatives from the trades educated representatives from 14 community agencies about hiring and training needs.
- 18,000 visitors sought more information or learned about Partner4Work, various programs, and the campaign through Partner4Work.org and social media channels.
- Five Pittsburgh area press outlets and the New York Times published information about Partner4Work and the 40K for 40K campaign. Partner4Work press can be at www.partner4work.org/news.
- Efforts continue to identify a dedicated campaign manager to continue momentum of the effort.

ONLINE DATA PORTAL

- Procured new labor market data to complete Partner4Work Labor Market Information collection; data is available to partners at no cost.
- Created and disseminated three new products, occupational reports (containing 20 plus occupation-specific data and insights), industry reports (containing 20 plus industry-specific data and insights), and a job posting report (updated monthly); strong evidence to support assertion of partners using data for program/service development.
- Produced several analyses on the talent supply side, measuring job seekers' activity levels, demographics, employment background, and career preferences.



YOUTH PIPELINE DEVELOPMENT



- Performance metrics met; quarterly learning network opportunities support sharing best practices, collective problem solving, and addressing shared challenges.
- Five youth program providers referred participants to microcredential training with CCAC, supports alignment among youth providers and post-secondary opportunities.
- New partnerships established for Learn & Earn; year-round and corporate-based opportunities sought for Learn & Earn

IN-SCHOOL AND OUT-OF-SCHOOL PROGRAMS

- Fifteen providers will serve a total of 506 in-school youth (ISY) and 813 out-of-school youth (OSY) this year.
- ISY providers have enrolled 100% of participants, and OSY providers have enrolled 90% of participants as of March 10, 2017.
- Staff and providers have been working together to shift the focus of programs from recruitment to outcomes:
 - Since July, more than 160 OSY have earned GEDs or industry certifications, and more than 150 have started unsubsidized employment or post-secondary education. Two hundred OSY have been placed in the community in work experience opportunities. Program participants who have not yet been exited from services continue to receive supportive services, receive paid and unpaid work experience, and occupational skills training.
 - Since July, more than 275 ISY have begun work experience in the community, including placements in healthcare, customer service, culinary, and IT.
 - ISY and OSY participants will be assisted with applying for Learn and Earn or year-round programming as appropriate.

STEM AND ENTREPRENEURIAL TRAINING

Partner4Work also is engaging 19 partners to pilot new programming connecting young adults with entrepreneurship training, expanding on STEM programming, driver's license courses, and focusing on academic credit recovery. Lessons learned from these programs will be captured and shared with year-long program providers.

MICROCREDENTIALS

Partner4Work and the Community College of Allegheny County is working to pilot microcredentials and connect job seekers with short-term, industry-driven training in career pathway occupations.

- Target pathways include: Patient Care Technician, Healthcare Information Technology, and Computer User Helpdesk Support.
- Coursework in all three pathways has begun. Eleven students enrolled in the Patient Care Technician pathway, with 10 completing their Activities of Daily Living course and pending enrollment into Certified Nursing Assistant training. Fourteen students have begun the Healthcare Information Technology pathway and 18 students have begun the Computer User Helpdesk Support pathway. Each pathway contains between 3 and 5 microcredentials, each of which allows a job seeker to join the workplace with concrete occupational skills.

- The program seeks to connect out-of-school youth and other individuals with barriers to employment to short-term, industry linked training. Twelve of the individuals enrolled in training were referred from OSY providers.
- Sixty people will be served through the program. Partner4Work is working to connect out-of-school youth providers with CCAC to strengthen those relationships and provide wrap-around services to young adults.



CONNECTING JOB SEEKERS TO JOBS

- Increases in Pittsburgh Works referrals to recruitment events; companies hiring from referred talent.
- Overall placement numbers down; working closely with United Labor Agency to improve service delivery within PA CareerLink® Pittsburgh/Allegheny County
- Community-based partnerships in underserved communities (Carnegie Libraries, Energy Innovation Center, Braddock Library) expands footprint to reach new pools of job seekers and companies.
- Partnership with Allegheny County DHS, CareerLink, and PHASE 4 on federally-funded program for re-entrants exceeds expectations with 29% of enrollment goal achieved in the first month.

PITTSBURGH WORKS

Pittsburgh Works is a key initiative of Partner4Work. It is a public/private collaboration of more than 80 community-based providers, including PA CareerLink® Pittsburgh/Allegheny County. Pittsburgh Works partners are united in the effort to raise the quality of services provided and connect more job seekers to well-paying careers that meet the talent demands of local business.

- United Labor Agency (ULA) has placed 295 job seekers into jobs between December 1, 2016, and February 28, 2017. This is approximately 41% of the 2,508 placement goal.
- Pittsburgh Works partners have referred 387 job seekers to ULA for job placement services between December 1, 2016, and February 28, 2017. On average, approximately 120 job seekers are referred to CareerLink each month from Pittsburgh Works partners.
- Two Employer Talks sessions, focused on security and construction, have been held since the last board meeting. Participating employers include Am-Gard Security, Loomis, Black Knight Security, Arete Construction, PJ Dick Trumbull, and Lane Construction. Twenty-five community-based partners participated in these workshops, referring a total of 49 skilled job seekers for current hiring opportunities with Employer Talks employers. At the security recruitment, three job seekers were made employment offers on the spot and two more job seekers were hired directly after the event.

DISTRIBUTION STRATEGY

Partner4Work continues to identify innovative and cost-effective ways to increase the availability of PA CareerLink services within underserved communities.

- New partnerships established with PA Women Work, PHASE 4 and Jewish Family and Children's Services to provide dislocated worker career services; and with EIC to provide pre-employment training in trades and surface restoration. These partnerships will enable an additional 360 job seekers to access and benefit from the public workforce development system.
- New partnerships established with Goodwill of SWPA and Energy Innovation Center for business services. We expect these partnerships will expand availability of public workforce development services to over 500 local business and lead to placement of at least 200 job seekers.

- In July 2016, ULA and Carnegie Library of Pittsburgh partnered to provide “pop-up” CareerLink services in the Downtown and North Side library branches. Approximately 130 job seekers receive career services each month within their communities through these library pop-ups, the majority of which have never accessed services from the public workforce development system previously.
- On March 1, 2017, ULA expanded the library pop-up model into Braddock Carnegie Library; efforts are underway to expand in the model to the Carnegie Library of McKeesport.
- On March 15, 2017, Partner4Work launched a PA CareerLink satellite at the Energy Innovation Center (EIC) in order to provide CareerLink services to the Hill District community.

TRANSITIONAL JOBS

The Workforce Innovation and Opportunity Act (WIOA) prioritizes work-based training opportunities for individuals with barriers to employment. One of the tools developed to meet this need is the Transitional Jobs (TJ) program. TJs are time-limited paid work experiences that help those with chronic unemployment build a work history. Partner4Work has contracted TJ services to Community Kitchen Pittsburgh, the Trade Institute of Pittsburgh, and Center for Employment Opportunities (CEO). The transitional jobs are focused in culinary arts, masonry, and welding, respectively. Since the launch of TJ programming in July 2016:

- 37 job seekers have been served
- 82% of TJ completers have been placed into full time employment.

TRAINING TO WORK

Training to Work is a funded with a \$1.4 million grant from the Department of Labor to serve individuals leaving incarceration. Beginning in January 2017 and continuing through December 2018, Partner4Work and our partners will connect 170 re-entrants to employment.

We have established several new partnerships through this initiative. Contracts have been executed with PA CareerLink to provide career services; the Allegheny County Department of Human Services (DHS) to provide case management; and PHASE 4 to provide mentoring. Occupational training will be provided through partners on the Eligible Training Provider List, a statewide list of providers eligible to receive WIOA funding.

- Twenty-nine participants have enrolled in the first month, which is 23% of the total enrollment we expected in year 1. Demand for the program has exceeded expectation.
- Seven participants have entered into occupational skills training that will lead to an industry-recognized credential.

CHOICE NEIGHBORHOODS INITIATIVE

The U.S. Department of Housing and Urban Development’s (HUD) local \$30 million Choice Neighborhood Initiative (CNI) addresses the needs of residents of the Hamilton Larimer and East Liberty Gardens public housing properties. Partner4Work connects to this initiative through the People Strategy component which responds to the social, health, education, and workforce needs of the area’s HUD-assisted families. The People Strategy team is comprised of staff from Urban Strategies, Kingsley Association, Allegheny County Department of Human Services, and Partner4Work.

- Partner4Work contracts with United Labor Agency (ULA) to provide career readiness and career exploration services, job search and job placement assistance, and connection to training programs and tuition subsidies to adult residents.
- Partner4Work complies with the CNI People Strategy service design, addressing the workforce needs of whole families, including youth, in the context of a broader case management and support structure.
- ULA has placed 50 adults placed into new employment, which is 56% of the goal to place 89 people by 2020.



SYSTEMIC WORKFORCE SOLUTIONS

- Demand for on-the-job training funds has not met expectations, new partnerships established to attract and engage new companies.
- Two business-led boot camp training programs launched as a part of TechHire Pittsburgh with 32 trainees and 50 businesses engaged; environmental services training program launched in collaboration with Energy Innovation Center and UPMC.
- Strengthened the connection between CareerLink and veteran-serving organizations.

TECHHIRE PITTSBURGH

TechHire Pittsburgh connects to a national strategy to expand local tech sectors by building a strong talent pipeline. Partners include the City of Pittsburgh, the Allegheny Conference on Community Development, PA CareerLink, Allegheny County, Pennsylvania's State System of Higher Education, other workforce boards, and an employer-led advisory group. The collective approach is designed to launch participants into a sustainable career pathway in technology by providing employer-led training for real-world skills, placement in applicable organizations, and initial educational credentials.

- Two employer-led boot camp training sessions launched in January to prepare job seekers for careers in coding and as quality assurance analysts. This program is offered at no-cost to participants. Mined Minds leads the coding training; Rivers Agile Solutions leads quality assurance.
- More than 150 people applied. The two cohorts, who were selected after interviews with the employers, are composed of a very diverse group of 32 people. Ages range from 18 to 55+; 30 percent are women, 40 percent are minority, and 16 percent are immigrants from countries including Nepal, Kenya, Brazil, Uzbekistan, and Algeria. Those not selected for TechHire are receiving follow-up services from CareerLink.
- Nearly 50 businesses — IBM, Ectobox, Girl Develop It, PGH QA, Innovation Works, Code and Supply, Five Star Development and others — engaged to shape the curriculum and serve as one-on-one mentors with participants, conduct mock interviews, provide resume reviews, invite participants to industry events and meet-up groups, and/or interview participants for full-time positions and internships.

VETERANS VALUE INITIATIVE

- Partner4Work, in partnership with the Tri-County and Westmoreland/Fayette workforce development boards, received \$500,000 in 2015 to connect dislocated or long-term unemployed veterans with work-based training and jobs in construction, energy, health care, information technology or manufacturing. As of March 1, 2017, 37 veterans have received career services and/or occupational skills training through Veterans Value Initiative, 62% of the goal.



INTERNAL INFRASTRUCTURE



- Expenses diversified by non-formula funding due primarily to Learn and Earn; new funding opportunities sought.
- Board composition compliant with state and federal requirements; fiscal system upgrades not yet underway.
- Monitoring underway months earlier than in prior years; regional and local planning on track.

GRANT APPLICATIONS AND INCOMING FUNDING

Funder	Grant Scope	Amount	Status
PA Dept. of Labor and Industry	Business Education Partnership	\$150,000	Awarded March 17, 2017
The Pittsburgh Foundation	Learn & Earn 2017 – City Youth in Public Housing	\$238,000	Awarded March 20, 2017
PA Department of Labor and Industry	Regional and Local Planning	\$60,000	Awarded Feb. 24, 2017
Heinz Endowments	Neighborhood Strategy Hazelwood	\$250,000	Submitted March 1, 2017
The Pittsburgh Foundation	Learn & Earn 2017 – County Youth	\$100,000	Submitted March 3, 2017
Highmark	Learn & Earn — City Youth	\$50,000	Submitted March 3, 2017
PA Dept. of Labor and Industry	Strategic Innovation Grant: TechHire Pittsburgh II.	\$300,000	Submitted March 22, 2017
US Conference of Mayors	College and Career Readiness Programs (Learn & Earn: City’s providers’ collaboration with Carlow University)	\$75,000	Expected submission March 31, 2017
Total		\$1,223,000	Awarded: \$448,000 Outstanding: \$775,000

RECENT RFPS AND AWARDS

QUICK TRAIN FOR JOBS *RELEASED SEPT. 2, 2016*

Energy Innovation Center (two training programs)	\$518,980
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BUSINESS ENGAGEMENT SERVICES *RELEASED NOV. 7, 2016*

Energy Innovation Center	\$145,660
Goodwill	\$100,000

DISLOCATED WORKER SERVICES *RELEASED NOV. 7, 2016*

JF&CS	\$100,000
PA Women Work	\$100,000
Phase 4	\$100,000

TRAINING TO WORK *RELEASED NOV. 8, 2016*

United Labor Agency	\$809,500
Allegheny Co. DHS	\$200,860
PHASE 4	\$82,500

ENTREPRENEURSHIP TRAINING FOR YOUTH *RELEASED DEC. 20, 2016*

Homewood Brushton YMCA	\$10,500
Homewood Children's Village	\$45,750
Junior Achievement of W PA	\$5,000
Minority Networking Exchange	\$37,600
Ozanam After School Program	\$37,500
Goodwill	\$33,124.67
YouthPlaces	\$31,840
Auberle	\$30,312.52

STEM TRAINING FOR YOUTH *RELEASED DEC. 20, 2016*

YMCA	\$31,251
Neighborhood Learning Alliance	\$61,719
Carnegie Science Center	\$28,720
Gwen's Girls	\$34,950

REGIONAL AND LOCAL PLANNING *RELEASED JAN. 26, 2017*

Community Workforce Advancement	\$50,000
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CREDIT RECOVERY FOR HIGH SCHOOL STUDENTS *RELEASED JAN. 30, 2017*

PHASE 4	\$50,489.72
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LEARN AND EARN APPLICATION SUPPORT CENTER *RELEASED FEB. 15, 2017*

Auberle	\$5,000
Braddock Carnegie Library Association	\$5,000
Carnegie Library of Pittsburgh	\$5,000
Center That CARES	\$5,000
Eastside Neighborhood Employment Center (BGC)	\$5,000

Focus on Renewal	\$5,000
Goodwill	\$5,000
Neighborhood Learning Alliance	\$5,000
Oakland Planning Phase 4	\$5,000
Youth Enrichment Services	\$5,000
YouthPlaces	\$5,000

OUTSTANDING RFPS — [Training to Work Housing Services](#), due March 31; [Learn and Earn Program Providers](#), due March 10, [One-Stop Operator](#), due May 5.

Minutes of 3RWIB Board of Directors' Meeting and Annual Meeting of TRWIB, Inc.
Centre City Tower, Suite 2600, 650 Smithfield Street, Pittsburgh PA 15222
7:45 to 10:15 a.m.
December 16, 2016

Board Members Present

Amann, Carrie
Bullock, Dr. Quintin
Caplan, Deb
Charlton, Don
Cherna, Marc
Cooper, Mary Frances
Coplan, Dave
Ellsworth, Laura (phone)
Fincke, Jason
Fisher, Laura (phone)
Hartman, Ed
Hippert, Dr. Linda
Katona, Marci
Kuzma, Lisa
Latterner, Mark
Lucore, Rebecca
Nolder, Steve
Pipitone, Scott
Powers, Beth
Schlosser, David
Trybus, Jessica
Washington, Dr. Nancy

Board Members Absent

Barcaskey, Rich
Belechak, Joe
Block, Don
Dugan, Ann
Ferraro, Melissa
Gittlen, Ike
Jones, Marsha
Shea, Jack
Sherrill, LaTrenda Leonard
Stambaugh, Craig

Guests Present

Como, Lori
Gant, Sonya
Garancsi, Janeen
Jelks-Seale, Janine
Lampman, Chester
Pferdekamper, Eric
Simmons, Leah
Staszko, Frank
Tokar, Joseph
Trout, Peggy
Walker, Isaiah

Staff Present

Adamowski, Mary
Herron, Ray
Krekanova Krofcheck, Vera
Martino, McCrae
Pajewski, Jennifer
Pashman, Stefani
Puskar, Susie
Shields, Cynthia

Board Meeting Minutes (continued)

Chair Mark Latterner called the meeting to order at 7:50 a.m. and announced that the meeting also would serve as the annual meeting of TRWIB, Inc. He welcomed and thanked Janeen Garancsi, Leah Simmons, and Isaiah Walker of Auberle, a youth-serving partner that provided catering services. Mr. Latterner commended Auberle's commitment to young people and reminded that the organization is on track to serve more than 105 young people in the current program year through in-school and out-of-school programming.

Housekeeping notes:

- A set of handouts were distributed — A demographic profile of adult and youth job seekers in PA CareerLink and in youth programming; a document showing job transitions by age; and an analysis of job openings in the Pittsburgh area as well as the skills and education needed to fill them.
- Carrie Amann of the PA Department of Labor and Industry, Bureau of Workforce Partnership and Operations was introduced as a new board member representing Wagner-Peyser.
- Condolences were offered to Dr. Nancy Washington on the death of her husband, Milton Washington.
- The board was reminded that financial statements and a presentation related to the audit was distributed separately from the Briefing Book and posted to the online board portal.
- Other reminders included information about a happy hour event at the Clemente Museum in Lawrenceville to kickoff Partner4Work, a call for sponsorships for that event, and a reminder that strategic planning would take place in 2017.

Partnerships

Mr. Latterner continued the conversation started in September regarding key partnerships. He spoke about Expungement Day, launched in collaboration with the Duquesne University School of Law, the city and county, CCAC, Goodwill and several others. Nearly 500 people attended to meet with attorneys and learn more about the process.

Mr. Latterner also detailed an information and recruitment session for the first boot camp training sessions under the TechHire Pittsburgh initiative. Tech firms Rivers Agile Solutions and Mined Minds met with the job seekers and have filled nearly all of the 30 positions in the first classes. As a part of TechHire, 3RWIB partnered with Jessica Trybus and Simcoach Games to develop the Booeys, a free mobile video game designed to gauge a player's aptitude in the skills needed for a career in technology.

Mr. Latterner introduced Marc Cherna, director of Allegheny County Department of Human Services, to detail the overlap between human services and the work of the WIB.

Mr. Cherna opened with a brief history of the WIB and his longstanding position on the board. He reminded that DHS provides "cradle to the grave" services to nearly 200,000 Allegheny County residents annually, providing services including child welfare and early intervention to elder care. Many of the people served require supportive services in addition to jobs, and partnership with the WIB is a natural fit.

Mr. Cherna touched on a few areas of partnership with the WIB including the \$4 million re-entry grant, a partnership expected to help those leaving the jail system access training, career counseling, transitional housing, and employment; and the 412 Youth Zone to help young people aging out of the foster care system. Mr. Cherna also reminded that DHS and the WIB work closely on data sharing and have worked together to access wage records from the state, to access the data necessary to gauge effectiveness of programs.

Ensuing conversation focused on two-generation models of service delivery gaining traction around the country and efforts of PA CareerLink and PHASE 4 to pilot a similar model locally.

GENERAL BUSINESS

Mr. Latterner announced a quorum present and announced that 3RWIB received four proxy ballots approving all items.

Consent Agenda

The consent agenda included approving grant funding and setting meeting dates for 2017.

- ACTION: Approve the Board meeting dates for 2017. Meetings will be held from 7:45 to 10:15 a.m. at 650 Centre City Tower, Suite 2600, Pittsburgh, PA 15222
 - *March 31, 2017*
 - *June 2, 2017*
 - *September 15, 2017*
 - *December 8, 2017*

- ACTION: Approve the minutes from the September 30, 2016, Board meeting
- ACTION: Approve the minutes from the December 18, 2015, annual TRWIB, Inc. Board meeting
- ACTION: Accept grant funding received since the October Executive Committee meeting
 - \$175,000 from BNY Mellon Foundation for STEM programs
 - \$400,000 Strategic Innovation Grant from the PA Dept. of Labor and Industry for environmental service technician training

On a motion by Dave Coplan, seconded by Rebecca Lucore, the board unanimously approved the action items.

- ACTION: Acknowledge the actions taken by the Executive Committee
 - Accept \$200,000 from the state for the Construction Industry Partnership
 - Accept \$55,000 from Citizens Bank to support Pittsburgh Works
 - Enter into a \$15,000 contract with the Allegheny Conference on Community Development for TechHire Pittsburgh
 - Approve Executive Committee dates for 2017 (8:30 to 10 a.m.)
 - February 10, 2017
 - May 5, 2017
 - August 4, 2017
 - October 27, 2017

On a motion by Deb Caplan, seconded by Lisa Kuzma, the board acknowledged the actions taken by the Executive Committee. As a part of the Construction Industry Partnership, Jason Fincke abstained.

GOVERNANCE

Governance Chair Deb Caplan opened her presentation with a reintroduction of Carrie Amann, director of Labor and Industry's Bureau of Workforce Partnership and Operations. Board membership is compliant with state and federal membership requirements. Fifty-three percent of the board represents the business community and 22 percent represents workforce programs and labor.

She also made two other announcements:

- Board members Razi Imam of 113 Industries and Ron Gdovic of Windstax resigned in October, each citing business conflicts that prevent engagement in board meetings or committee activities
- Revised Board member roles and responsibilities have been approved by the Committee and will be circulated to members early next year with annual Statement of Financial Interests and Conflict of Interest Declarations.

Bylaws

The Committee annually reviews and recommends revisions to the organization's Bylaws to ensure they serve the needs of the organization and meet the requirements of the law. A series of recommended changes were distributed to the board and included references to the organization's dba, Partner4Work, Sunshine Act provisions, and other changes recommended by the state. The revised bylaws also would require the County Executive and Mayor be notified when there is a vacancy in a required board seat and the board chair must be a representative of the business community. Both items are required in the law.

On a motion by Dave Coplan, seconded by Dr. Linda Hippert, revisions to the Bylaws were approved.

AUDIT/FINANCE

Treasurer Ed Hartman reported Schneider Downs, 3RWIB auditors, presented the Draft audited financial statements to the Audit and Finance Committee on Dec. 12, 2016, and reported no audit findings. The presentation and audited financial statements were posted to the portal and distributed for review. Mr. Hartman recommended the financial statements be approved by the board.

Mr. Hartman also informed:

- Tax returns would be available for the March board meeting
- Unaudited financial statements for Sept. 30, 2016, were posted to the portal. There were no glaring issues. After December's close, CFO Ray Herron will produce a forecast to compare the budget. Fiscal also will have more information on youth enrollments and adult/dislocated worker spending.
- Four items totaling \$1 million were not included in the budget. These items will be added during the forecasting process. Because forecasts are being prepared during the 2nd quarter and 3rd quarter closings, the Committee believes the original budget does not need amending.
- As of Sept. 30, 2016, \$85,000 of program year 2015 contract funds expired out of \$1.2 million. These expired funds are connected to the Learn & Earn program, which does not allow for timely repurpose of the funds.

On a motion by Deb Caplan, seconded by Jason Fincke, the Audit was unanimously approved.

YOUTH ADVISORY

Youth Advisory Committee Chair Laura Ellsworth opened her report with an update on enrollments. Out-of-school youth providers have enrolled 72 percent of contracted slots and in-school youth providers have enrolled 74 percent of contracted slots. Most providers have through the end of the year to enroll participants. The deadline has been extended for four out-of-school youth providers. Contracts that are not fully enrolled will be assessed in January so that money can be re-allocated to other priorities. More than 110 out-of-school youth have earned a GED, diploma, or other industry certification and more than 100 have begun working.

She continued with a report that the youth team provides regular and systemic technical assistance to providers to ensure outcomes are being met. The team continues to connect providers with innovative programs, including microcredentials, and in doing so, the team expects improved outcomes for youth in PY16. Provider outcomes were not available when decisions were made for PY16 contracts, but will be taken into consideration for PY17 contracting.

Due to last year's state budget impasse, the state authorized local boards to roll over TANF funding from PY15 into PY16 creating unanticipated funds. With staff, the Youth Advisory Committee landed on innovative ways to ensure the funding is spent efficiently and effectively. New tools and programs to build the capacity of existing providers and expand the network of partners serving youth are being explored and RFPs for work experience at area career and tech centers and STEM and entrepreneurial programming will be released. To help providers better serve youth, options to "train the trainer" in key industries like IT are being sought.

Ms. Ellsworth concluded that the team seeks new partners to and encouraged the board to connect the team with new partners.

SERVICE DELIVERY

Ms. Stefani Pashman provided the Service Delivery Committee report.

ULA Performance

ULA continues to increase the number of job seekers placed without increasing the cost per placement. Between July 1, 2016, and Nov. 31, 2016, 737 job seekers have been placed into jobs with an average cost per placement of \$1,746. This is well below Pennsylvania's average cost per placement for program year 2015 which was \$3,199.

Distribution Strategy

Ms. Pashman talked about a distribution strategy proposed in response to lessons learned from partnerships and as a result of the 50 cups of coffee project she's launched to meet and connect with new networks. Among the lessons learned, Ms. Pashman said that the public workforce system either isn't well known outside of immediate circles or isn't well received. New partners are reluctant to come to the table and the system, overall, isn't perceived as innovative or groundbreaking.

Ms. Pashman discussed plans to expand CareerLink's footprint to reach more job seekers and businesses and demonstrate the value of the system. The strategy includes efforts to expand the network, to reach meet with current and non-traditional partners to discuss challenges that could be solved with access to expanded access. She also discussed opportunities to map where we want to be and be more strategic on getting there. Finally, she discussed opportunities to invite partners and potential partners to define a scope of work for affiliate sites with an anticipated RFP release in the spring.

By engaging partners strategically, infusing with new ideas and being responsive to the community, Ms. Pashman said she expects to increase the number of job seekers and businesses served without significantly increasing the cost to the public system.

Carrie Amann spoke briefly about the possibility of rebranding money being available from the state and the opportunity to tap into that funding to market CareerLink services.

CUSTOMER FLOW

Prior to the December board meeting, 3RWIB produced and distributed a workforce flow graphic to provide context to the flow of adult job seekers accessing Title 1 services. The graphic was first introduced in May, and partners from the state Bureau of Workforce Partnership and Operations were invited to discuss "other services and activities" shown in lower right of the graphic.

Frank Staszko, assistant regional director for BWPO, lead the discussion on behalf of the state. He updated the infographic to show what the state contributes. The graphic — for the period of July 1, 2015, through June 30, 2016, — shows that state provided 19,639 veteran services, 135,933 job seeker services, and served 40,497 unique customers. The state shows a placement rate of 68 percent, retention rate of 86.8 percent, and an average earning of \$16,425.

Mr. Staszko discussed what those numbers represent and how the state contributes to the system.

- Veteran services documents direct contact veterans have with the Commonwealth
- Job seeker services. Seventy seven percent of job seekers registered in the Commonwealth Workforce Development System (CWDS), a requirement to receive unemployment compensation benefits, have direct contact with the state.
- Nearly 17,000 people either received a letter, a phone call or other connection from the state
- Nearly 2,100 people were matched to jobs that paid a living wage, not entry level or low-level jobs
- More than 23,000 people conducted job searches and wanted to be matched to jobs
- Other services include employer and business services.

Board members commented on the breadth of the system and how Title 1 represents such a small slice of the pie. Ms. Pashman reminded that while Title 1 services represent a small piece, the services provided are more intensive. Don Charlton inquired about connecting Job Gateway with Indeed, a job aggregator, to bring more jobs into the system. Carrie Amann discussed pulling jobs from LinkedIn into Job Gateway and would inquire about Indeed.

Mr. Charlton further requested key performance indicators for CareerLink and level of confidence they are meeting each one. Subsequent conversation focused on the people who are getting jobs through the system and the services received to get them into positions. Based on that conversation, Ms. Amann said Wagner-Peyser and WIB staff could work together to produce a more specific breakdown for the board, showing referrals to Title 1 or not, for example. Mr. Charlton suggested working together to produce an overlay to the data to show the holes in what's being reported and what should be reported. WIB would connect with Mr. Charlton to think through the process.

YEAR IN REVIEW

Ms. Pashman offered the board a year in review.

Of the 127,000 jobs advertised and 106,000 people hired in Allegheny County in 2016, 3RWIB filled 1,300 of those jobs at an average wage of \$14.50 per hour. She reminded that our particular role is small, but how the organization could have a ripple effect in the community.

Ms. Pashman outlined four key workforce challenges and how those challenges have been addressed. Board members were asked to weigh in on specific initiatives when appropriate.

1. Supply-demand disconnect and the 20,000 open jobs.

Ms. Pashman said six programs launched in 2016 to address the disconnect. They include TechHire Pittsburgh, a key collaboration with the City of Pittsburgh, the Allegheny Conference on Community Development, the PASSHE schools and others to build a pipeline for tech and tech-related jobs. She referenced an upcoming trip to the White House to continue the conversation about the initiative as well the launch of the Boeys Game was used as a recruitment tool to help path people into training. People with diverse backgrounds were eager to connect with the program and employers were eager to consider and engage with recruits. Laura Fisher commented that TechHire represents a systemic answer to workforce challenges as its connection with the PASSHE schools helps to address a challenge in helping people finish four-year degrees. Other programs discussed include microcredentials for young adults, the construction industry partnership, environmental services technician training with UPMC and the Energy Innovation Center, Training to Work, and the Veterans Value Initiative. Ms. Pashman talked about broadening existing initiatives such as Quick Train for Jobs, Employer Talks and others.

2. Disparity.

Ms. Pashman talked about removing barriers in helping people access services where they are physically and where they are in their career path. Specifically, she spoke about an increased our presence within the community through a network of partnerships with the libraries, in the Larimer public housing community, in the Hill District, in the jails, in new schools and through mobile outreach through Pittsburgh Works partner sites. New efforts include Transitional Jobs, Training to Work, youth work experience opportunities, Platform to Employment for refugees and immigrants, and others. Lisa Kuzma reminded the board that as they hear of different initiatives and workforce development efforts happening in the community, it's critical that the WIB be involved.

3. Diversity.

Of the 3,200 adults served, 56 percent were low income, 53 percent have a high school diploma or less, 40 percent are African American, 22 percent are older than 55, 13 percent are ex-offenders, and 8 percent are veterans, and 5 percent with disability. Of the 1,200 youth served, 99 percent are low income, 40 percent are basic skills deficient, 36 percent are high school dropouts, and 9 percent are pregnant or parenting. Ms. Pashman commented how these numbers represent the work underway to address diversity.

4. Fragmented system.

Ms. Pashman said Pittsburgh Works has been the answer to align public and private resources. The referral system has helped connect more than 1,300 adult job seekers with career employment. Launched Amplify to provide technical assistance and continued education for workforce professionals. Three technology solutions launched to address fragmentation, the Pittsburgh Works Resource Portal, the online application for Learn and Earn and the Booeys game to recruit for TechHire as well as understand who is playing the game. She also discussed ways employers are better served and simplifying work for procurement and reduced the burden on providers on reporting.

Looking ahead, Ms. Pashman said she wants the board to consider expanding TechHire beyond the initial cohorts, entrepreneurship opportunities for youth, and launching a strategy about college completion for those who are a few credits shy of a bachelor's degree.

Ms. Jessica Trybus concluded the presentation with a demonstration of the Booeys game.

OPEN FORUM/PUBLIC COMMENT

No further comment.

ADJOURNMENT OF MEETING

On a motion by Deb Caplan, seconded by Jessica Trybus, the meeting adjourned at 9:47 a.m.

Partner4Work
Statement of Financial Position
As of December 31, 2016

	Unrestricted	Temporarily Restricted	Total
ASSETS			
Current Assets			
Checking/Savings	\$ 1,340,933	\$ 1,502,449	\$ 2,843,382
Accounts Receivable	\$ 783,694	\$ -	\$ 783,694
Other Current Assets	\$ 77,581	\$ -	\$ 77,581
Total Current Assets	\$ 2,202,208	\$ 1,502,449	\$ 3,704,657
Other Assets			
Computer Equipment (net of depreciation)	\$ 104,051	\$ -	\$ 104,051
Other Assets	\$ 6,066	\$ -	\$ 6,066
Total Other Assets	\$ 110,117	\$ -	\$ 110,117
TOTAL ASSETS	\$ 2,312,325	\$ 1,502,449	\$ 3,814,774
LIABILITIES & NET ASSETS			
Liabilities			
Current Liabilities			
Due to Subrecipients	\$ 1,165,350	\$ -	\$ 1,165,350
Accounts Payable	\$ 172,874	\$ -	\$ 172,874
Other Current Liabilities	\$ 94,352	\$ -	\$ 94,352
Total Current Liabilities	\$ 1,432,576	\$ -	\$ 1,432,576
Total Liabilities	\$ 1,432,576	\$ -	\$ 1,432,576
Net Assets			
Unrestricted	\$ 897,064	\$ -	\$ 897,064
Temporarily Restricted	\$ -	\$ 1,835,806	\$ 1,835,806
Current Period Activity	\$ (17,315)	\$ (333,357)	\$ (350,672)
Total Net Assets	\$ 879,749	\$ 1,502,449	\$ 2,382,198
TOTAL LIABILITIES & NET ASSETS	\$ 2,312,325	\$ 1,502,449	\$ 3,814,774

Partner4Work
Statement of Activities
July 1, 2016 through December 31, 2016

	Reimbursement Contracts						Restricted Grants						Total Program (Unrestricted)	Total Unrestricted	Temporarily Restricted	TOTAL
	Management & General (Unrestricted)	Fundraising (Unrestricted)	Allegheny County WIOA (Program)	City of Pittsburgh WIOA (Program)	TANF (Program)	PA CareerLink (Program)	DOL Ex-Offenders (Program)	Sector Strategies (Program)	Pittsburgh Works (Program)	Place Based Strategies (Program)	Regional Workforce (Program)	Learn & Earn (Program)				
Ordinary Income/Expense																
Income																
4000 - Public Funds/Government Grants	0	0	2,363,781	1,659,437	1,111,637	178,572	17,790	0	0	57,237	0	1,763,912	7,152,366	7,152,366	0	7,152,366
4200 - Foundation & Private Contrib	0	0	0	0	0	0	0	0	0	0	0	0	0	0	339,160	339,160
4300 - Interest	1,567	0	0	0	0	0	0	0	0	0	0	0	0	1,567	0	1,567
4400 - Inter-Fund Transfer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4700 - Other Income	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4800 - Assets Released frm Restriction	0	0	0	0	0	0	0	45,884	234,964	35,123	43,011	313,535	672,517	672,517	(672,517)	0
Total Income	1,567	0	2,363,781	1,659,437	1,111,637	178,572	17,790	45,884	234,964	92,360	43,011	2,077,447	7,824,883	7,826,450	(333,357)	7,493,093
Gross Profit	1,567	0	2,363,781	1,659,437	1,111,637	178,572	17,790	45,884	234,964	92,360	43,011	2,077,447	7,824,883	7,826,450	(333,357)	7,493,093
Expense																
5000 - Direct Program Expenses	0	0	2,022,478	1,374,155	936,026	178,572	232	32,009	62,506	79,185	0	1,947,855	6,633,018	6,633,018	0	6,633,018
5200 - Salary, Wages, and Benefits	0	0	253,966	220,826	87,442	0	14,231	11,364	130,622	10,561	33,285	160,912	923,209	923,209	0	923,209
5350 - Communication	7,562	0	11,806	12,097	0	0	0	0	0	0	186	24,089	31,751	31,751	0	31,751
5370 - Contracted Service	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5400 - Depreciation Expense	0	0	0	6,775	2,685	0	0	0	0	0	0	0	9,460	9,460	0	9,460
5450 - Equipment Expense	9,331	0	0	0	0	0	0	0	0	0	2,793	0	2,793	12,124	0	12,124
5500 - Fiscal	27,436	0	0	0	0	0	0	0	0	0	0	0	0	27,436	0	27,436
5650 - Insurance	10,236	0	0	0	0	0	0	0	0	0	0	0	0	10,236	0	10,236
5660 - Information Technical Service	36,403	0	0	13,357	0	0	0	0	0	0	0	0	13,357	49,760	0	49,760
5700 - Legal Expense	4,463	0	0	0	0	0	0	0	0	0	3,864	3,864	8,327	8,327	0	8,327
5750 - Materials / Supplies	22,692	0	0	0	0	0	0	0	0	0	47	47	22,739	22,739	0	22,739
5760 - Meeting Expense	5,785	0	0	0	0	0	0	0	9,499	0	1,725	11,224	17,009	17,009	0	17,009
5770 - Memberships	14,180	0	0	0	0	0	0	0	0	0	0	0	14,180	14,180	0	14,180
5850 - Other Miscellaneous	1,182	0	0	0	0	0	0	0	0	0	0	0	1,182	1,182	0	1,182
5900 - Postage / Messenger	657	0	0	0	0	0	0	0	0	0	0	0	657	657	0	657
5940 - Publications	266	0	0	0	0	0	0	0	0	0	0	0	266	266	0	266
5950 - Rent	40,142	0	0	0	0	0	0	0	0	0	1,000	1,000	41,142	41,142	0	41,142
6000 - Staff Administration	5,104	0	0	0	0	0	0	0	0	0	0	0	5,104	5,104	0	5,104
6050 - Telephone	5,387	0	0	0	0	0	0	0	0	0	527	527	5,914	5,914	0	5,914
6060 - Temporary Service	20,282	0	0	0	0	0	0	0	0	0	0	0	20,282	20,282	0	20,282
6070 - Training	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6080 - Travel & Conference	9,715	0	0	0	0	0	0	0	0	0	0	0	9,715	9,715	0	9,715
6900 - Distributed Costs	(219,052)	0	67,792	53,608	91,984	0	3,402	2,483	32,457	2,658	7,241	(42,319)	219,306	254	0	254
Total Expense	1,871	0	2,356,042	1,680,818	1,118,137	178,572	17,865	45,856	235,084	92,404	43,319	2,073,797	7,841,894	7,843,765	0	7,843,765
Net Ordinary Income	(304)	0	7,739	(21,381)	(6,500)	0	(75)	28	(120)	(44)	(308)	3,650	(17,011)	(17,315)	(333,357)	(350,672)
Net Income	(304)	0	7,739	(21,381)	(6,500)	0	(75)	28	(120)	(44)	(308)	3,650	(17,011)	(17,315)	(333,357)	(350,672)
	(A)	(B)														

(A) Represents Management & General cost not allocated to various programs

(B) Miscellaneous time charged by staff to Fundraising

**Partner4Work
Net Asset Rollforward
As of December 31, 2016**

TEMPORARILY RESTRICTED FUNDS

	Sector Strategies	Pittsburgh Works	Place Based Strategies	Regional Workforce	Learn & Earn	Total
Balances as of December 31, 2016	\$ 116,894	\$ 646,275	\$ 94,378	\$ 250,000	\$ 728,259	\$ 1,835,806
Activity: July 1 to December 31, 2016						
CY Additions to Temp Restricted Fd:						
Restricted Grants Received:						
Highmark	-	-	-	-	50,000	50,000
Tier 3 Sponsors	-	-	-	-	59,160	59,160
BNY Mellon	175,000	-	-	-	-	175,000
Citizen's Bank	-	55,000	-	-	-	55,000
Sub-Total	175,000	55,000	-	-	109,160	339,160
Reimb. received from Rest Grants:						
Urban Strategies CNI	-	-	57,237	-	-	57,237
Office of Vocational Rehabilitation	-	-	-	-	29,701	29,701
Allegheny County DHS	-	-	-	-	601,986	601,986
Pittsburgh CDBG	-	-	-	-	471,178	471,178
City Personnel	-	-	-	-	661,046	661,046
Sub-Total	-	-	57,237	-	1,763,911	1,821,148
Total Rest. Funds Received:	175,000	55,000	57,237	-	1,873,071	2,160,308
Expenses incurred this period related to these restricted programs:	(45,884)	(234,964)	(92,360)	(43,011)	(2,077,446)	(2,493,665)
Net Activity: July 1, 2016 to December 31, 2016	129,116	(179,964)	(35,123)	(43,011)	(204,375)	(333,357)
Fund Balance Balance at 12/31/2016	\$ 246,010	\$ 466,311	\$ 59,255	\$ 206,989	\$ 523,884	\$ 1,502,449
AR Balance at December 31, 2016	-	-	-	-	-	-
TR Cash Balance at December 31, 2016	\$ 246,010	\$ 466,311	\$ 59,255	\$ 206,989	\$ 523,884	\$ 1,502,449

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

Expenses incurred this period related to these restricted programs	\$ (2,493,665)	(A)
Less: Reimbursements received from Restricted Grants	1,821,148	(B)
Assets Released from Restriction	\$ (672,517)	

Partner4Work
Revenue Analysis
As of December 31, 2016

	Expiration Date	FY 2017 Available Funding	YTD 12/31/2016 ACTUAL	Remaining Funds Available
UNRESTRICTED				
Management & General				
Allocable Expenses	N/A	N/A	\$ 1,000	N/A
Unallocable Expenses	N/A	N/A	\$ 2,305	N/A
Total Management & General			\$ 3,305	
Total UNRESTRICTED			\$ 3,305	
FEDERAL - DEPARTMENT OF LABOR				
Reintegration of Ex-Offenders (17.270)	6/30/2017	\$ 30,000	\$ 17,790	\$ 12,210
Reintegration of Ex-Offenders (17.270)	6/30/2018	\$ 594,788	\$ -	\$ 594,788
Reintegration of Ex-Offenders (17.270)	6/30/2019	\$ 601,000	\$ -	\$ 601,000
Reintegration of Ex-Offenders (17.270)	9/30/2019	\$ 98,890	\$ -	\$ 98,890
Total FEDERAL - DEPARTMENT OF LABOR		\$ 1,324,678	\$ 17,790	\$ 1,306,888
PA - DEPT OF LABOR & INDUSTRY				
LWIA 005 ALLEGHENY COUNTY				
WIOA Adult Program (17.258)				
005-15-3011 Adult Local WIOA 2nd Inc	6/30/2017	\$ 672,141	\$ 670,973	\$ 1,168
005-16-3001 Adult Local WIOA 1st Inc	6/30/2018	\$ 206,685	\$ 35,070	\$ 171,615
005-16-3011 Adult Local WIOA 2nd Inc	6/30/2018	\$ 1,416,435	\$ 3,506	\$ 1,412,929
Total WIOA Adult Program (17.258)		\$ 2,295,261	\$ 709,549	\$ 1,585,712
WIOA Dislocated Worker (17.278)				
005-15-4001 DW WIOA Local 1st Inc	6/30/2017	\$ 108	\$ 108	\$ -
005-15-4011 DW WIOA Local 2nd Inc.	6/30/2017	\$ 1,077,950	\$ 533,239	\$ 544,711
005-15-4052 Add'l RRAA Funding	6/30/2017	\$ 22,800	\$ 20,033	\$ 2,767
005-15-4152 DW 2nd WIOA Activities	6/30/2017	\$ 24,434	\$ 16,097	\$ 8,337
005-16-4001 DW WIOA Local 1st Inc 15.36%	6/30/2018	\$ 168,110	\$ -	\$ 168,110
005-16-4011 DW WIOA Local 2nd Inc 84.64	6/30/2018	\$ 886,493	\$ -	\$ 886,493
Total WIOA Dislocated Worker (17.278)		\$ 2,179,895	\$ 569,477	\$ 1,610,418
WIOA Youth Activities (17.259)				
005-15-3301 Youth WIOA Local	6/30/2017	\$ 1,085,452	\$ 935,929	\$ 149,523
005-16-3301 Youth WIOA Local	6/30/2018	\$ 1,692,526	\$ 4,041	\$ 1,688,485
Total WIOA Youth Activities (17.259)		\$ 2,777,978	\$ 939,970	\$ 1,838,008
National Emergency Grant (NEG) (17.277)				
005-14-7200 Job Driven NEG PA26	09/30/2016	\$ 96,261	\$ 96,261	\$ -
Total National Emergency Grant (NEG) (17.277)		\$ 96,261	\$ 96,261	\$ -
Workforce Innovation Fund (17.283)				
005-15-2100 WIF Micro (CCAC)	9/30/2019	\$ 496,617	\$ 37,867	\$ 458,750
005-15-2101 WIF Micro (TRWIB)	9/30/2019	\$ 168,941	\$ 10,642	\$ 158,299
Total Workforce Innovation Fund (17.283)		\$ 665,558	\$ 48,509	\$ 617,049
Total LWIA 005 ALLEGHENY COUNTY		\$ 8,014,953	\$ 2,363,766	\$ 5,651,187
LWIA 095 CITY OF PITTSBURGH				
WIOA Adult Program (17.258)				
095-15-3001 Local WIOA Adult 1st Inc	6/30/2017	\$ 83,170	\$ 83,170	\$ -
095-15-3011 Adult Local WIOA 2nd Inc	6/30/2017	\$ 912,003	\$ 457,718	\$ 454,285
095-16-3001 Local WIOA Adult 1st Inc	6/30/2018	\$ 97,450	\$ -	\$ 97,450
095-16-3011 Adult Local WIOA 2nd Inc	6/30/2018	\$ 667,838	\$ 380	\$ 667,458
Total WIOA Adult Program (17.258)		\$ 1,760,461	\$ 541,268	\$ 1,219,193
WIOA Dislocated Worker (17.278)				
095-14-4155 PY15 RRAA	6/30/2017	\$ 56,448	\$ 52,916	\$ 3,532
095-15-4001 DW WIOA Local 1st Inc	6/30/2017	\$ 57,929	\$ 54,419	\$ 3,510
095-15-4011 DW WIOA Local 2nd Inc	6/30/2017	\$ 854,298	\$ 276,125	\$ 578,173
095-15-4052 Add'l RRAA Funding	6/30/2017	\$ 25,000	\$ -	\$ 25,000

Partner4Work
 Revenue Analysis
 As of December 31, 2016

	Expiration Date	FY 2017 Available Funding	YTD 12/31/2016 ACTUAL	Remaining Funds Available
095-15-4152 PY15 RR & WIOA Transitional	6/30/2017	\$ 1,025	\$ 617	\$ 408
095-16-4001 DW WIOA Local 1st Inc	6/30/2018	\$ 141,131	\$ -	\$ 141,131
095-16-4011 DW WIOA Local 2nd Inc	6/30/2018	\$ 748,656	\$ -	\$ 748,656
Total WIOA Dislocated Worker (17.278)		\$ 1,884,487	\$ 384,077	\$ 1,500,409
WIOA Youth Activities (17.259)				
095-15-3301 Youth WIOA Local	6/30/2017	\$ 200,855	\$ 200,855	\$ -
095-16-3301 Youth WIOA Local	6/30/2018	\$ 985,407	\$ 334,442	\$ 650,965
Total WIOA Youth Activities (17.259)		\$ 1,186,262	\$ 535,297	\$ 650,965
National Emergency Grant (NEG) (17.277)				
095-14-7200 Job Driven NEG PA26	9/30/2016	\$ 128,505	\$ 128,505	\$ -
095-15-5100 Sector Partnership DW - VVI	6/30/2017	\$ 466,636	\$ 14,980	\$ 451,656
Total National Emergency Grant (NEG) (17.277)		\$ 595,141	\$ 143,485	\$ 451,656
Total LWIA 095 CITY OF PITTSBURGH		\$ 5,426,351	\$ 1,604,127	\$ 3,822,223
Total PA - DEPT OF LABOR & INDUSTRY		\$ 13,441,304	\$ 3,967,893	\$ 9,473,411
DEPARTMENT OF HEALTH & HUMAN SERVICES				
TANF 005 ALLEGHENY COUNTY (93.558)				
005-15-3361 15 TANF Youth	6/30/2017	\$ 148,039	\$ 140,817	\$ 7,222
005-15-3362 Summer Youth Program	9/30/2016	\$ 403,022	\$ 403,022	\$ -
005-16-3361 16 TANF Youth	6/30/2017	\$ 720,206	\$ 153,212	\$ 566,994
Total TANF 005 ALLEGHENY COUNTY (93.558)		\$ 1,271,267	\$ 697,051	\$ 574,216
TANF 095 CITY OF PITTSBURGH (93.558)				
095-15-3361 15 TANF Youth	6/30/2017	\$ 418,090	\$ 129,929	\$ 288,161
095-15-3362 Summer Youth Program	09/30/2016	\$ 370,858	\$ 284,657	\$ 86,201
095-16-3361 16 TANF Youth	6/30/2017	\$ 780,224	\$ -	\$ 780,224
Total TANF 095 CITY OF PITTSBURGH (93.558)		\$ 1,569,172	\$ 414,586	\$ 1,154,586
Total DEPARTMENT OF HEALTH & HUMAN SERVICES		\$ 2,840,439	\$ 1,111,637	\$ 1,728,802
SECTOR STRATEGIES				
PA - DEPT OF LABOR & INDUSTRY				
LWIA 095 CITY OF PITTSBURGH				
095-15-1039 Apprenticeship Planning	9/30/2016	\$ 24,862	\$ 12,269	\$ 12,593
095-15-1038 Tech Hire	6/30/2017	\$ 244,540	\$ 42,876	\$ 201,664
095-15-3132 Industry Partnership	6/30/2017	\$ 200,000	\$ 175	\$ 199,825
Restricted Grants				
FY2015 Carryover	N/A	\$ 116,894	\$ 45,884	\$ 71,010
Total SECTOR STRATEGIES		\$ 586,296	\$ 101,204	\$ 485,092
PITTSBURGH WORKS				
Restricted Grants				
FY2015 Carryover	N/A	\$ 491,275	\$ 79,964	\$ 411,311
Citizen's Bank		\$ 55,000	\$ 55,000	\$ -
The Pittsburgh Foundation		\$ 100,000	\$ 100,000	\$ -
Total PITTSBURGH WORKS		\$ 646,275	\$ 234,964	\$ 411,311
PLACE BASED STRATEGIES				
HAZELWOOD				
The Heinz Endowments (Hazelwood)	N/A	\$ 2,473	\$ -	\$ 2,473
The Pittsburgh Foundation (Larimer)	6/30/2017	\$ 91,905	\$ 35,124	\$ 56,781
Urban Strategies CNI (Larimer)	12/31/2016	\$ 150,000	\$ 57,237	\$ 92,763
Urban Strategies CNI (Larimer)	12/31/2017	\$ 150,000	\$ -	\$ 150,000
Total PLACE BASED STRATEGIES		\$ 394,378	\$ 92,361	\$ 302,017
REGIONAL WORKFORCE ANALYTICS				
Henry L. Hillman Foundation		\$ 250,000	\$ 43,011	\$ 206,989

Partner4Work
 Revenue Analysis
 As of December 31, 2016

	Expiration Date	FY 2017 Available Funding	YTD 12/31/2016 ACTUAL	Remaining Funds Available
Total REGIONAL WORKFORCE ANALYTICS		\$ 250,000	\$ 43,011	\$ 206,989
LEARN & EARN				
FY2015 Carryover	N/A	\$ 269,981	\$ 15,725	\$ 254,256
AT&T	N/A	\$ 36,145	\$ 19,914	\$ 16,231
Highmark	N/A	\$ 43,192	\$ 35,189	\$ 8,003
McAuley Foundation	N/A	\$ 44,269	\$ 30,502	\$ 13,767
PNC Foundation	N/A	\$ 12,487	\$ 22,410	\$ (9,923)
The Pittsburgh Foundation	N/A	\$ 431,344	\$ 219,494	\$ 211,850
Allegheny County DHS	N/A	\$ 789,973	\$ 601,986	\$ 187,987
City Personnel	N/A	\$ 655,738	\$ 661,047	\$ (5,309)
City CDBG	N/A	\$ 485,006	\$ 471,178	\$ 13,828
Total LEARN & EARN		\$ 2,768,135	\$ 2,077,445	\$ 690,690
TOTAL		\$ 22,251,505	\$ 7,646,305	\$ 14,605,200

REGIONAL AND LOCAL PLANNING

The Workforce Innovation and Opportunity Act requires local boards and chief elected officials to engage in an integrated regional and local planning process to develop a single collaborative Multi-Year Regional Plan that incorporates local plans for each of the local areas within a given workforce planning region. These plans must be aligned with the vision of WIOA and the vision of the Governor as outlined in the PA Combined WIOA State Plan.

Partner4Work received \$60,000 from the PA Department of Labor and Industry to hire a consultant to develop the Regional and Local Plans for the Southwest Region (Partner4Work, Southwest Corner WDB, Tri-County WDB, and Westmoreland-Fayette WDB). *Community Workforce Advancements, LLC* was selected by the regional LWDBs for the project. CWA has an extensive background and experience in workforce development, and specifically regional and local planning. CWA will simultaneously be developing regional and local plans for the South Central and Philadelphia Regions as well.

Regional and Local Planning is set to begin this month, with drafts prepared for public comment by July 1, 2017. During this time CWA, with its project partner *Strategy Solutions, Inc.*, will conduct research/analysis, facilitate strategic discussions with the region's LWDBs and other stakeholders, and draft regional and local plans for public comment. CWA will complete final regional and local plans for board approval prior to the September 1, 2017, deadline for submitting to the PA Department of Labor & Industry.

PARTNER WORK

The Workforce Development Board for the Pittsburgh Area

Stefani Pashman
Chief Executive Officer

Mary Adamowski
Administrative Assistant

Matt Aelmore
Compliance Assistant

Rachel Bowman
PULSE Fellow

David Conway
Youth Programs Coordinator

Nancy Dentel
Contract Accounting Manager

Carolyn Ford
Quality Assurance Specialist

Ray Herron
Chief Financial Officer

Lenny Kistler
Youth Programs Coordinator

Vera Krekanova Krofcheck
Chief Strategy Officer

Karen Lamson
Executive Assistant

Edgar Largaespada
Research Fellow

Mychael Lee
Project Assistant

Lauren Maceikis
Accounting Assistant

McCrae Martino
Chief Operating Officer

Becca Michelson
Project Assistant

Dillon Moore
Data and Performance Manager

Jennifer Niedermeyer
Accounting Coordinator

Regina Omlor
Project and Grants Manager

Jennifer Pajewski
Communications and Board Relations Manager

Susie Puskar
Director of Youth Innovation

Cynthia Weiman Shields
Director of Strategic Partnerships

Laura Saulle
Summer Youth Employment Manager

Rebecca Young
Business Partnerships Manager

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

Wood Street Commons
301 Wood Street
Pittsburgh, PA 15222
412-552-7100
TTY 412-552-7044

AFFILIATE SITE

**Goodwill of
Southwestern
Pennsylvania**

118 52nd Street
Pittsburgh, PA 15201
412-632-1711
TTY 412-632-1712

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

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

Vision

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

Values

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

Partner4Work

Centre City Tower, Suite 2600
650 Smithfield Street
Pittsburgh, PA 15222
Phone: (412) 552-7090
Fax: (412) 552-7091
www.partner4work.org

Follow us on Twitter: [@PghWorkforce](https://twitter.com/PghWorkforce)

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 with your request.