



TRWIB knows what makes the Southwestern PA workforce work.

The Need

An able workforce with skills that meet employers' needs is critical to local and regional growth, making workforce development a cornerstone of the regional economy. Our workforce profile—in terms of size, skills, talent, education, age, and other key demographic characteristics—is a major indicator of the region's qualities and competitive position.

Despite the profound importance of the workforce, it is not always considered in urban planning or in efforts to attract businesses and employers. Yet, policy and economic development decisions made today will affect the region for decades.

Drivers

Although the TRWIB oversees and completes numerous projects, the organization has reached a mission-critical point and must define its strategic focus and required core competencies. In order to make workforce considerations a larger part of the economic and community development decisions that affect the region as a whole, TRWIB intends to fulfill the implications of its mission by directing its valuable workforce intelligence where it is needed most.

Background

The Workforce Investment Act (WIA) of 1998 gave flexibility to state and local officials to establish a broad-based workforce system using federal job training funds. WIA also authorized a national network of Workforce Investment Boards (WIBs), which have latitude in determining how workforce development is best effected in their region or state.

Serving as the regional WIB since 1999, Three Rivers Workforce Investment Board (TRWIB) is a public policy board made up of regional employers, government officials, and WIA-mandated representatives. TRWIB serves as the WIB for two workforce investment areas: Allegheny County and the City of Pittsburgh.

TRWIB's staff holds unique knowledge and expertise in workforce issues. Diverse growth opportunities have matured the organization, attracting experts and deepening its experience base. Among many, TRWIB's contributions include intelligence on workforce trends— e.g., the impact of the aging of the regional workforce—as well as understanding of work-life issues such as:

- The value of career education in high schools to the labor force and as an investment necessary to prepare young people for work, and
- Access to jobs and training—transportation as a means to mobilize workers and the economy.

Mission

TRWIB informs decision making on local and regional development to ensure that current and future market needs of businesses and job seekers are met. TRWIB fulfills its mission through:

- Acquiring, managing, interpreting, and sharing relevant workforce data
- Identifying and researching critical workforce issues
- Consulting and advising on public policy with employers and employment sectors.

Vision

As the leading knowledge broker on regional workforce trends, needs, and characteristics, TRWIB strategically informs economic and community development efforts. Ultimately, TRWIB intelligence helps Southwestern Pennsylvania optimize its greatest asset—the workforce—to attract and retain businesses that result in the region's economic gain.

Who We Serve

Tier 1: Decision/policy makers affecting the region (direct)
(e.g., City, County, State, Federal)

Tier 2: Employers, education, training providers, community-based organizations (direct)

Tier 3: Workforce, both current and future (indirect)

Primary Functions and Services

<i>Policy Advisor</i>	Provides insight and information regarding the workforce market (risks and trade-offs) for local and regional economic development and urban planning decisions, including education and transportation.
<i>Private Consultant</i>	Provides insight and information regarding the workforce market (risks and trade-offs) to benefit a particular entity such as a specific business or educational organization (fee-for-service basis).
<i>Data Master</i>	Acquires, manages, interprets, and makes accessible relevant data (local, national, and international statistics; surveys; employment-related information; other workforce funding).
<i>Researcher</i>	Identifies and researches critical questions about the local and regional workforce by <i>topic</i> (e.g., aging workforce, access to work), <i>demographic</i> (e.g., age, educational level), or <i>employment field</i> (e.g., health care, engineering).
<i>WIA Administrator</i>	Funds workforce development research, projects, and services, including oversight of CareerLink and WIA program compliance and performance

Goals

External Goals

TRWIB workforce analysis and knowledge informs investment decisions made by local and regional policy makers.

TRWIB leads employers and delivery system providers in planning strategic responses to local and regional workforce needs.

Internal Goals

The TRWIB's diversified funding portfolio enhances organizational sustainability.

TRWIB's organizational structure and capacity are aligned to deliver on this strategic direction.