



# 3 RIVERS WIB

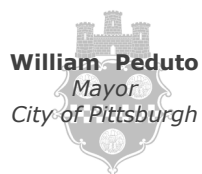
THREE RIVERS WORKFORCE INVESTMENT BOARD



Mark T. Latterner  
*President*

Briefing Book

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# 3 RIVERS WIB

THREE RIVERS WORKFORCE INVESTMENT BOARD

## BOARD OF DIRECTORS

**Mark T. Latterner, President**

Executive Vice President, Citizens Bank

**Barcaskey, Richard**

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**

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

**Ferraro, Melissa**

Senior Vice President, Human  
Resources  
Allegheny Health Network

**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

**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

**Schlosser, David**

Executive Vice President,  
Engineering, Geology and Planning  
EQT

**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

**Washington, Nancy**

Director, Allegheny Housing  
Rehabilitation Corporation

# MEETING AGENDA

## Welcome and Call to Order

*Roll call and declaration of proxies*

*Ms. Laura Ellsworth, Vice President*

## Perspectives on Partnership

*Ms. Stefani Pashman, CEO*

## Branding and Communications Strategy

*Ms. Laurie Mizrahi, Mizrahi Inc.*

## General Business and Discussion Items

### Consent Agenda Items (page 6)

- **ACTION:** Approve the minutes from the May 13, 2016, Board meeting (page 9)
- **ACTION:** Approve the minutes from the June 16, 2016, Board conference call meeting (page 7)
- **ACTION:** Acknowledge the actions taken by the Executive Committee since the last full board meeting (page 6):
  - Accept \$1,324,676 from the US Department of Labor for the Training to Work Initiative
  - Authorize the 3RWIB CFO to sign checks on behalf of the organization

### Service Delivery

*Ms. Laura Ellsworth*

### Learn and Earn 2016

*Ms. Beth Powers and Ms. Debra Caplan*

### Governance

*Ms. Debra Caplan*

### Audit/Finance Committee (page 17)

*Mr. Ed Hartman, Treasurer*

- **ACTION:** Approve Financial Statements for the FYE 6.30.16

## Research4Work

*Ms. Vera Krekanova Krofcheck, Chief Strategy Officer*

## Open Forum: Board Member Comments

## Public Comment Period

*Individual speakers are limited to three (3) minutes.*

## Adjournment

# 2016-17 Strategic Plan Dashboard



Thought Leadership

Be the local go-to organization on workforce development.

Increase visibility and understanding of 3RWIB regionally and nationally through a comprehensive communications strategy.

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

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.

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.

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

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.

Increased capacity (staff, data); online data depository created; online job postings analysis

Website wireframe complete; launch and communications plan in development. Launch planned for year end.

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

Performance met; 2 webinars conducted

2 programs connected with post-secondary; others in progress

Year-Round Youth participating in Learn & Earn increased from 1% to 5.9% in 2016.

Performance met or exceeded; Partner Referral Network implemented; Placements and referrals strong; ULA still below the 209/mo. goal.

Affiliate strategy in development; Choice Neighborhoods Initiative on track; CareerLink Library Pop-Ups launched; CareerLink mobile staff hired

Exploring two co-enrollment options (with OVR and GPLC); 2 transitional jobs programs underway, 3<sup>rd</sup> to begin in Oct.

1 OJT in PY16; Quick Train RFP released; funding proposal submitted for Construction IP; Construction Career Pathway in development with community partners and employers

Business Partnerships manager hired to support VVI and TechHire initiatives.

5 technical assistance events held; 124 individuals trained; 32 continuing education credits awarded

32% of the budget supported by non-formula funding

Board composition compliant, committee placements continue; policies and procedures under review, A/P, payroll procedures implemented; fiscal system upgrades to be started

No findings or concerns for PY15 state monitoring; all correction action plans from providers received; PY16 monitoring plan in development



Youth Pipeline Development



Connecting Job Seekers to Careers



Systemic Workforce Solutions



Internal Infrastructure

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

# PA CareerLink® Pipeline

## July 1, 2015 - June 30, 2016

Almost 26,000 people have walked through the PA CareerLink® doors in Allegheny County this program year. Where do they go from there?

July - April Title I Performance

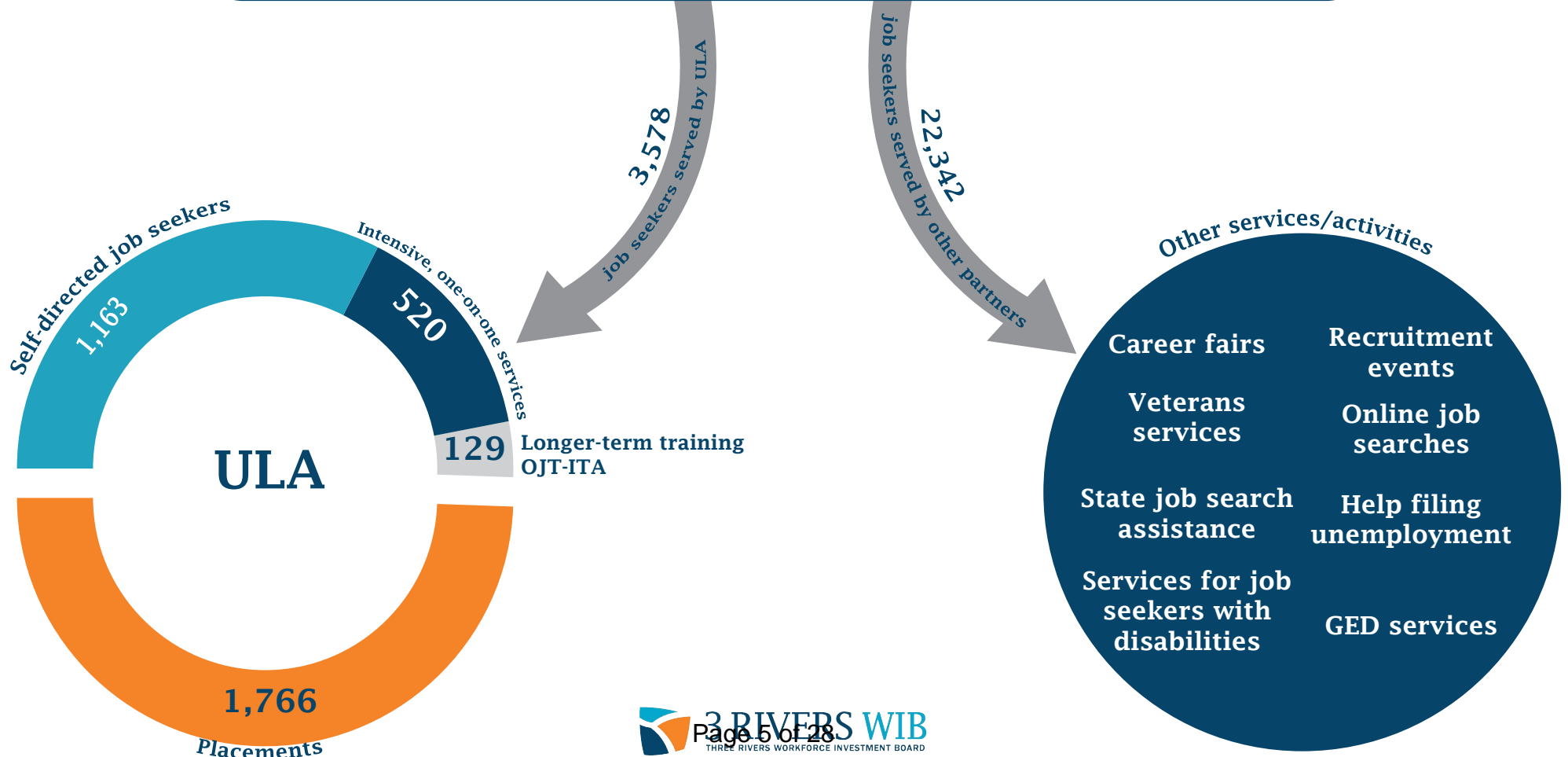
	ULA PY15	ResCare PY13	% Change
# Job seekers served	3,578	1,472	143.1%
Placements	1,766	674	162.0%
Cost per placement	\$1,508	\$4,532	-66.7%
PA cost per placement PY13		\$2,369	

41,725  
Unemployed

5,670 Mandated for reemployment assistance

18,850 PA CareerLink® Walk-ins

1,400 Pittsburgh Works referrals



## Grant funding received

### Accept \$1,324,676 from the US Department of Labor for the Training to Work Initiative

In partnership with the Allegheny County Jail Collaborative, 3RWIB will offer men and women in work release programs or home confinement the opportunity to participate in a career pathway training program that meets the needs of local industry. Through the two-year Training to Work program, the partnership will enable 170 adults, including a significant number of veterans, to build hands-on skills in high-demand industries including manufacturing, construction, and Internet Technology.

## Grant proposals pending or in progress

Funder	Grant Scope	Amount	Status
PA Dep. of Labor & Industry	Construction Industry Partnership	\$200,000	Submitted 8/31/2016. Decision pending.
Citizens Bank	Pittsburgh Works 2017	\$60,000	Submitted 8/4/2016. Decision pending.
PA Dep. of Labor & Industry	Strategic Innovation Grant – Proposal #1: with Energy Innovation Center and UPMC: Environmental Service Technician Training	TBD	In progress. Due date: 9/30/2016.
PA Dep. of Labor & Industry	Strategic Innovation Grant – Proposal #2: TechHire Expansion with the PASSHE system (PA State System of Higher Ed)	TBD	In progress. Due date:9/30/2016
BNY Mellon Foundation	Youth learning and work experiences in STEM	\$200,000	In progress. Due date: 10/1/2016

# Minutes of 3RWIB Board of Directors' Meeting

Conference Call meeting

3 to 3:30 p.m.

June 16, 2016

## Board Members Participating

Barcaskey, Rich  
Belechak, Joe  
Block, Don  
Bullock, Dr. Quintin  
Caplan, Deb  
Charlton, Don  
Coplan, Dave  
Dugan, Ann  
Fincke, Jason  
Fisher, Laura  
Gittlen, Ike  
Hippert, Dr. Linda (phone)  
Katona, Marci  
Kuzma, Lisa  
Latterner, Mark  
Nolder, Steve  
Powers, Beth  
Sherrill, LaTrenda Leonard  
Trybus, Jessica

## Board Members Absent

Cherna, Marc  
Cooper, Mary Frances  
Ellsworth, Laura  
Gdovic, Ron  
Imam, Razi  
Jones, Marsha  
Lucore, Rebecca  
Pipitone, Scott  
Shea, Jack  
Stambaugh, Craig

## Guests Present

Gant, Sonya  
Herron, Ray

## Staff Present

Krekanova Krofcheck, Vera  
Martino, McCrae  
Pajewski, Jennifer  
Pashman, Stefani

### **Board Meeting Minutes (continued)**

Chair Mark Latterner opened the meeting at 3:03 p.m. and thanked members for their participation. He took roll, announced a quorum and announced receipt of two proxy ballots approving the 2016-2017 budget.

Mr. Latterner also welcomed guest incoming Chief Finance Officer Ray Herron, who will be joining the staff July 5.

### **AUDIT/FINANCE**

Prior to introducing Treasurer Ed Hartman, Mr. Latterner commended the Audit/Finance Committee for its diligence in preparing the budget with attention to the data and an understanding of programmatic pieces. He reminded that the draft budget as well as a memo was distributed electronically.

Mr. Hartman opened his presentation with the announcement that the organization expects an increase in public funding and grants for Learn and Earn.

The 2016-2017 budget reflects:

- A little more than \$700,000 in unrestricted funds to invest in the current year; the organization must remain in an ongoing fundraising mode.
- An increase in service provider contracts for youth providers, Learn and Earn, and United Labor Agency (adult services).
- A 5 percent increase in the salary, wage and benefit line item to reflect three new positions.
- A separate line item for contracted services to include services such as fiscal monitoring and data purchase for a grant with the Hillman Foundation.
- A new financial system to replace QuickBooks

Mr. Hartman further remarked that one of the biggest risks is to have service provider contracts expire prior without all the funds spent. The committee is satisfied that the funds will be deployed on service provider contracts prior to expiration.

Steve Nolder asked if recent changes in overtime regulations impacted the budget. CEO Stefani Pashman answered that the organization has specific and clear policies regarding prior approval for overtime and that each employee's classification has been reviewed. There no changes to the budget in regards to overtime.

Jason Fincke inquired about increases in the line items for meeting expenses and travel. Ms. Pashman answered that the line items are consistent with this year's budget; however, management spent conservatively on travel in this fiscal year while the budget was in flux. The budget reflects \$1,900 for each staff member for travel and professional development.

Don Block requested clarity on the difference between line items for meeting expense and travel and conference. Ms. Pashman clarified that meeting expense refers to meetings the organization hosts and local travel, such a site visits. Travel and conference refers to conference registration fees and out-of-town travel expenses.

Finally, Ann Dugan asked if fiscal services includes audit. Ms. Pashman clarified that the fiscal services includes as well as the services of the interim CFO.

With no additional questions from the Board, Mr. Hartman recommended the Board accept the \$18.5 million 2016-2017 spending plan.

**On a motion by Jason Fincke, seconded by Ann Dugan, the 2016-2017 3RWIB Budget was approved by unanimous vote.**

### **OPEN FORUM/PUBLIC COMMENT**

- Members Ann Dugan and Deb Caplan commended the committee for a comprehensive budget; the Board collectively commended Ms. Pashman and Chief Operating Office McCrae Martino for shepherding the process.
- Ms. Pashman congratulated Mr. Latterner on his promotion to Market President of Citizens Bank, which was announced Thursday. [http://www.bizjournals.com/pittsburgh/news/2016/06/16/meet-citizen-banks-new-pittsburgh-market-president.html?ana=e\\_du\\_prem&s=article\\_du&ed=2016-06-16&u=aKrGmOgoKrOFNUJFwDpKkA0bcd588c&t=1466104901&j=74095782](http://www.bizjournals.com/pittsburgh/news/2016/06/16/meet-citizen-banks-new-pittsburgh-market-president.html?ana=e_du_prem&s=article_du&ed=2016-06-16&u=aKrGmOgoKrOFNUJFwDpKkA0bcd588c&t=1466104901&j=74095782)

### **ADJOURNMENT**

**On a motion by Deb Caplan, seconded by Jason Fincke, the meeting adjourned at 3:20 p.m.**



## Minutes of 3RWIB Board of Directors' Meeting

Centre City Tower, Suite 2600, 650 Smithfield Street, Pittsburgh PA 15222

7:45 to 9:45 a.m.

May 13, 2016

### Board Members Present

Barcaskey, Rich  
Belechak, Joe  
Bullock, Dr. Quintin  
Caplan, Deb  
Cherna, Marc  
Cooper, Mary Frances  
Coplan, Dave  
Fincke, Jason  
Gittlen, Ike  
Hippert, Dr. Linda (phone)  
Jones, Marsha  
Katona, Marci  
Latterner, Mark  
Lucore, Rebecca  
Nolder, Steve  
Pipitone, Scott  
Powers, Beth  
Trybus, Jessica

### Board Members Absent

Block, Don  
Dugan, Ann  
Ellsworth, Laura  
Fisher, Laura  
Gdovic, Ron  
Hartman, Ed  
Imam, Razi  
Johnson, Cindy  
Kuzma, Lisa  
Shea, Jack  
Sherrill, Latrenda Leonard  
Stambaugh, Craig

### Guests Present

Amann, Carrie  
Blystone, Amy  
Carter-Frye, Melody  
Como, Lori  
Gant, Sonya  
Handlovitch, Melissa  
Lampman, Chester  
Megenhardt, Dave  
Staszko, Frank  
Verchimak, Denise

### Staff Present

Adamowski, Mary  
Conway, David  
Dodds, Vanessa  
Krekanova Krofcheck, Vera  
Martino, McCrae  
McKelvey, Carey  
Pajewski, Jennifer  
Pashman, Stefani  
Puskar, Susie  
Saulle, Laura  
Shields, Cynthia

## **Board Meeting Minutes (continued)**

Chair Mark Latterner opened the meeting at 7:47 a.m. with an introduction of a “real-life” series. Based on previous conversations, board meetings would open with real-life examples from partners and those who use the system.

A video of the Quick Train program in action at the Trade Institute of Pittsburgh was shown to the group. Trade Institute founder Steve Shelton skills ex-offenders and other job seekers in masonry and construction and helps them find work when training is complete.

Following the presentation, CEO Stefani Pashman explained how the work at the Trade Institute relates to the organization’s funding streams and the system.

She explained that Quick Train overall has a 80 percent placement rate; and described the RFP process used to be more efficient with funding, to train cohorts of job seekers for in-demand fields. Job seekers trained are referred and made eligible through PA CareerLink® and supported broadly.

Mr. Latterner mentioned that “real-life” examples would be a part of all board meetings going forward, either through guest speakers, videos or visits to partner locations. A board visit to CareerLink’s Downtown office is tentatively planned for June 27.

### **Announcements:**

Prior to moving to business, Mr. Latterner made the following announcements:

- Introduced Laura Saulle as the summer youth employment manager
- Introduced David Conway as our youth programs coordinator
- Reminded of a special conference call of the board scheduled from 3 to 3:30 p.m. June 16 to discuss and approve the organization’s budget.
- Announced the Adult Learners Fact Sheet, which outlines the outcomes of the PA Department of Education funded adult education providers including Greater Pittsburgh Literacy Council, Allegheny Intermediate Unit, Goodwill of Southwestern PA, and the Community College of Allegheny County. The report provides an overview of the local programs funded under Title II of WIOA, demographics and the numbers of those served.
- Introduced Carrie Amann, the bureau director of the PA Department of Labor and Industry’s Bureau of Workforce Partnerships and Operations
- Acknowledged the presence of Denise Verchimak, the director of the Office of Vocational Rehabilitation

Mr. Latterner allowed Ms. Amann to introduce herself and describe her priorities as well as answer questions from the board.

Ms. Amann discussed her background with the state workforce board and her work on re-entry. Her visits to local areas is establish partnerships and to balance state and local perspectives. She pledged her efforts to allow local areas flexibility when possible.

Deb Caplan asked how local areas can provide better services to job seekers and employers through the CareerLink. Ms. Amann reminded that there are several different partners within the CareerLink and communication is the key. She pledged her efforts to continue to build good working relationships among the partners and to strengthen the team.

Dave Coplan and Marc Cherna each discussed the need for data integration and the barriers with the state and the system of record in accessing data. Mr. Cherna said the federal government encourages states to provide access to data, but the state does not provide access.

Ms. Amann concurred that data is critical to decision making, and while there are no plans to change the system of record (Commonwealth Workforce Development System, or CWDS). There are limitations with the system. She said access to data and limitations with CWDS and JobGateway, the state’s online job matching system, are common areas of concern across the state. She said she’s working to gain a sound understanding of what is needed or wanted and what the system is capable of producing. She offered to help forge a balancing act with the state.

Joe Belechak inquired about the juxtaposition of the state and law when it comes to flexibility. WIOA allows for greater flexibility and the state restricts. Specifically, Mr. Belechak asked about training benchmarks established by the state. Ms. Amann said the training target is an issue across the state and the flexibility will come as to how the state defines “training.” She said she believes that as local areas review outcomes, they will likely find they already are meeting these benchmarks.

The state, however, will provide guidance and technical assistance to determine where it can be most assistive, and based on feedback received, the state could modify its state plan over the next year.

### **CONSENT AGENDA**

Mr. Latterner announced a quorum and four proxy ballots were received, approving all items.

Consent agenda action items included:

- **Approve:**
  - Minutes from the March 11, 2016, Board meeting
- **Acknowledge the actions taken by the Executive Committee since the last full board meeting:**
  - 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
  - Accept a total of \$375,000 from The Pittsburgh Foundation for Learn and Earn

**On a motion by Dave Coplan, seconded by Deb Caplan, the board unanimously approved the consent agenda.**

### **DASHBOARD**

Mr. Latterner pointed the board to the dashboard and reminded that during the last meeting, the Board worked to align strategic and local plans.

Efforts to continue to achieve the goals outlined in those plans, and that the Executive Committee recommends the current strategic plan be extended for one year to align with the timeframe of the local plan. He further remarked that the Board will be asked to consider a new strategic plan concurrent with a new local plan.

He asked the board to consider the dashboard, in particular he called attention to areas of slower progress than expected. Business Solutions is an area that requires new direction. Former director Scott Hudson departed in April and a manager will be hired to oversee and manage two grants, the Veterans Value Initiative and TechHire. In addition, staff will strengthen the partnership with ULA and CareerLink around business outreach.

Mr. Latterner offered that the goals are on track for all but one area, the Career and Technology Centers. While ambitious, the goal must be refined as school curriculum is outside the organization's purview.

### **KEY PERFORMANCE INDICATOR**

For the last few Board meetings, staff has presented variations of a Key Performance Indicator (KPI) intended to show impact of investments in the adult/dislocated worker system. At the last Board meeting, members requested a more refined KPI that shows overall problem, interventions and outcomes.

Staff presented a one-page KPI detailing overall unemployment numbers, how people flow into the system, and what happens to those people once in the system. The data would not have been available under the previous Title I operator. Specifically, the one-pager shows that of the 35,000 people unemployed at any given time, 4,318 are called in by the state for re-employment assistance, 17,000 were walk-ins to PA CareerLink, and 1,153 were Pittsburgh Works referrals. Of those, 3,256 received services through ULA, resulting in 1,549 placements. The remaining 19,000 received other services or activities. The sheet also shows that the cost per placement under ULA is \$1,520, a 75.6 percent reduction in cost from the previous Title I contractor.

Board members remarked that out of the 35,000 unemployed, the public system results in about five percent getting jobs. Increasing the volume would require an increase in funding. Conversation continued about the job seekers using the system. As the economy strengthens, the people using the system have more complex needs.

Overall, the board was encouraged by the KPI and asked for a better picture of what happens to the people who use services and activities outside of Title 1 including Wagner-Peyser, OVR, and self-services.

Frank Staszko, assistant regional director of PA Department of Labor and Industry, asked about the source of the data represented and if it is representative of the all of the work being done at the local level. He asked if the data is being shared among the partners.

Ms. Pashman reported that all of the data shared in the KPI was pulled from the state system of record, which is available to the state, and suggested that Mr. Staszko, his team, and the other partners can fill in the gap. Ms. Amann pledged to help produce the data requested by the board.

## **WIOA IMPLEMENTATION**

Mr. Latterner reminded that the Board in March authorized the release of the one-year transitional Workforce Development Plan for the City of Pittsburgh and Allegheny County for a 30-day public commenting period. In addition, 3RWIB and its partners in Southwestern PA released a one-year transitional regional plan.

Two comments on the Local Plan were received during the public commenting period and a summary of those comments were provided to the Board in the Briefing Book. The comments were relatively minor and 3RWIB responded accordingly.

One comment on the Local Plan was received outside the public comment period and was related to the inclusion of all members of the Adult Education Coalition. The members include Greater Pittsburgh Literacy Council, Community College of Allegheny County, Allegheny Intermediate Unit and Goodwill. 3RWIB revised the language on page 35 of the local plan.

Board members had not additional feedback on the Local Plan.

**On a motion by Beth Powers, seconded Scott Pipitone, the board unanimously approved the Local Workforce Development Plan for the City of Pittsburgh and Allegheny County.**

Responses to the Regional Workforce Development Plan are being crafted in collaboration with the partners and have not been finalized.

Given the timing by which the Regional Plan is due to the state, Mr. Latterner requested approval for the Executive Committee to approve revisions based on the comments received.

**On a motion by Dave Coplan, seconded by Dr. Quintin Bullock, the board unanimously authorized the Executive Committee to approve the Regional Workforce Development Plan once finalized.**

Mr. Latterner also spoke briefly about transitional jobs, a new service offered by 3RWIB and required under the state's Workforce Development Plan.

Transitional jobs are time-limited, paid work experiences for people with chronic unemployment or spotty work histories. 3RWIB in March released an RFP for transitional jobs and received 14 proposals totaling \$7 million.

Three proposals scored in accordance with the organization's policies and procedures will be funded. The providers include Community Kitchen Pittsburgh, Trade Institute of Pittsburgh and Center for Employment Opportunities of New York, N.Y. All transitional jobs will be provided with case management and eventual job placement activities coordinated through PA CareerLink®

## **COMMUNICATIONS**

Communications Chair Scott Pipitone thanked the board for its patience and diligence during the work to rebrand the organization.

He offered a brief recap of the process to date:

- Legislation passed in 2014 eliminating the term "workforce investment boards."
- A Communications Committee was assembled in spring 2015 to rebrand the organization.
- The creative team Combine was hired in late summer to lead the effort. This team not only researched other WIBs and others in our space, it met with groups of stakeholders including members of the board, our partners, funders, and employers.
- As a result of those sessions, the board agreed the name should reflect key attributes
  - Innovation
  - Connection
  - Resourcefulness
  - Fearlessness
- The board also agreed that workforce development must be represented in the name.

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- More than 80 naming combinations were considered. The few passed for legal review were not approved.

**PARTNER 4 WORK workforce development board**, as well as a visual concept and rationale, was proposed in April and was approved by 3RWIB's Executive Committee on April 29. The name also had been approved by legal counsel for trademark registration.

Mr. Pipitone said the name Partner4Work describes the focus on workforce development as well as the organization's role as a partner, connector, innovator and leader. He presented a few slides showing visual concepts and color variations proposed. In discussing the icon, he described partners focused on central theme. And the color palette demonstrates diversity, partnership, proactivity, and innovation. The number "4" was chosen for a number of reasons but most importantly represents the four core audiences business, job seekers, government, and educators.

Mr. Pipitone said the creative team continues work to refine and finalize the logo design. In addition, Combine will develop a launch strategy with the expectation that a soft launch will occur over the summer and a more official relaunch will occur in September with an event, the release of a report or convening and in concurrence with the launch of a new website.

He concluded his presentation with an invitation to members of the board interested in helping to craft the launch strategy and in the promotion of the new identity within the community.

### **GOVERNANCE**

Governance Chair Deb Caplan opened her presentation by announcing Don Charlton, founder and chief product officer of Jazz, will be joining the board.

Jazz, formerly the Resumator, is a small Pittsburgh-based technology firm that developed online recruiting software. Mr. Charlton is enthusiastic and committed to workforce development. Ms. Caplan said she believes Mr. Charlton will bring a unique perspective to the room to tackle workforce challenges for Pittsburgh region. Mr. Charlton will be officially introduced in September.

Ms. Caplan reminded the Governance Committee requests board assistance in creating a strong pipeline of board members. She said the committee particularly seeks leaders of the business community with a passion and commitment for helping connect people to jobs and helping employers fill their talent needs. Recommendations should be sent to Ms. Caplan or Ms. Pashman.

Ms. Caplan also asked members to watch for an updated board self-assessment survey expected to be sent following the board meeting.

The organization's first self-assessment survey was sent in 2014. Seventy-two percent of the board completed the survey at that time, and some of the areas identified as areas for improvement included board engagement. Changes to the board meetings and orientations were made based on the outcomes of that survey. The updated survey will be sent to determine if improvements have been made and what work still needs to be done.

Results of that survey will be shared at the September board meeting.

### **AUDIT/FINANCE**

Chief Operating Officer McCrae Martino offered the Audit/Finance Committee report in Treasurer Ed Hartman's absence.

Ms. Martino said the organization continues to be in a strong financial position with unrestricted net assets of 750,000 and under budget in our spending. Draws and statements are up-to-date and policies and procedures have been updated.

The Audit/Finance Committee is required to bid out for auditing services every three years and an RFP was issued earlier this year for services. Five proposals were received and the committee is reviewing bids and will interview firms prior to making its selection.

Ms. Martino also reminded that the budget, typically approved by the board in May, is in development with the committee and Mark Sinicrope of Independent Controllers, who continues to serve as an interim chief financial officer while the search for a permanent replacement continues. A special call of the board will be held from 3 to 3:30 p.m. June 16 to approve the budget. In the meantime, an executive search firm will be hired to find a candidate with right mix of non-profit and government experience.

### **SERVICE DELIVERY**

Ms. Pashman offered the Service Delivery report in the absence of Chair Ann Dugan.

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### **Update on United Labor Agency**

- Ms. Pashman reminded that as placements under Title I services are up and participant costs are down, 3RWIB will extend the contract with United Labor Agency for an additional 18 months beginning July 1.
- ULA has hired a new Director of Title 1 Services, a position formerly held by Sean Henderson. She introduced Sonya Gant, the new director, a project manager from Cleveland with extensive experience in leading collaborative initiatives. Ms. Gant will begin June 1.
- Ms. Pashman further commented on a staff retreat jointly coordinated by ULA, BWPO, OVR, and GPLC. The retreat represents the first step in joint strategic planning efforts that would continue in the coming weeks.

### **Partnerships**

First discussed in March, Ms. Pashman outlined more detail about the pop-up PA CareerLink® partnership with the Carnegie Library of Pittsburgh. These pop-ups will be held Downtown and at Allegheny Center and will provide job seekers with access to the tools and services of the public workforce system without having to visit one of the CareerLink locations. The pop-ups will launch by July 1 and will be monitored and possibly replicated in other neighborhoods.

Mary Frances Cooper, executive director and president of the library system, remarked that workforce development represents a significant portion of the work of the library. She said it will help the library system make referrals.

Ms. Pashman continued with an update on Pittsburgh Works. A key piece of Pittsburgh Works — started about three years ago — has been the Employer Talks series. This series has connected employers and frontline workforce development staff to understand hiring needs and prepare job seekers to fill openings. Ms. Pashman said Employer Talks moved to more of a recruitment model and she briefly discussed a round-table discussion held with several construction companies, all trying different training models and recruitment.

Ms. Pashman also talked about a recent visit to Burns and Scalo, a construction firm and key partner of Pittsburgh Works. During the visit, she was able to speak with job seekers who directly benefit from the program. She said the effort and dollars invested in Pittsburgh Works is working as companies believe in the program and people are getting jobs. Pittsburgh Works has strong support from the foundation community and is infused with other public dollars.

Ms. Pashman concluded the report with a short update on Amplify, the technical assistance agenda first discussed in March. She said the first two sessions of Amplify were widely received by providers and efforts continue to build the effort and provide broader support to the service providers.

### **YOUTH ADVISORY**

Ms. Pashman also offered the Youth Advisory report in place of Chair Laura Ellsworth.

As 3RWIB nears the end of the first year of youth programming under WIOA, more youth than ever have been served and primary outcomes show that youth are getting jobs and earning industry credentials. Youth engaged this year face more significant barriers to education and employment.

Efforts also focused on onboarding new program models with a stronger focus on occupational training and work experiences. While there is still more need to diversify and deepen the training opportunities, providers have forged new and promising partnerships.

Partnerships have led to career exposure, pathways to post-secondary, and marketable skills for the participants. Year-round youth providers have developed sector-strategies in construction, culinary, and several other growing industries. We see opportunities in the coming year for deepening these sector focuses and expanding to other key sectors, such as technology.

Ms. Pashman also discussed the second year of the STEM Demonstration programs. She reminded that 3RWIB received about \$1.1 million in funding last summer to expose youth to careers in STEM. The funding was not easy to deploy; however, this spring 3RWIB cast a wider net to bring in out-of-the-box partners including the Carnegie Science Center and Energy Innovation Center and serve more than 1,100 youth.

Lessons learned from these pilots will be used to further connect year-round youth program participants with concrete occupational skills in the next program year. We are excited to see programs collaborating with each other, rather than trying to provide all these services in-house.

## **Learn and Earn**

Ms. Pashman reminded that an MOU with the city and county has been signed to deliver Learn and Earn 2016. In addition, efforts are underway to assemble the first convening of the advisory council which would include two members from the city, two from the county and two from the WIB. Deb Caplan and McCrae Martino will represent the WIB. The group will jointly appoint the seventh member.

The goal is to again serve 2,000 youth, 1,300 from the city and 700 from the county, through the six-week program. Sufficient funding has been raised. The online application opened to youth on April 19. As of May 12, 3,380 total applications have been started in the system, about half of which are complete. Another 1,696 applications had been started but not finished. Of the completed, 45 percent were completed through the application support sites.

Ms. Pashman said that while most of the applicants are Tier 1 and Tier 2 applications, companies are not stepping up to take Tier 3 interns, youth prepared for a corporate internship. She asked board members to consider opening their doors to youth or reaching out to companies on behalf of 3RWIB.

Marci Katona praised the budding partnership building between OVR and 3RWIB to work with youth with disabilities to enroll in the program, and Ike Gittlen suggested employers be more engaged at the front end of matching and selection. For example, he suggested asking youth if they would be interested in working extended hours, additional weeks or to be involved in other things outside of the program. While the mechanics are not in place for this year, Ms. Pashman said perhaps extended hours or weeks could be considered for Tier 3 in coming years.

## **CEO'S REPORT**

Ms. Pashman offered a short CEO update, mostly to thank the team for its diligence on Learn and Earn, Local Planning, compliance and the efforts of the fiscal team without a CFO in place.

She also talked a little more about Business Solutions and the intent to augment business services in CareerLink with a wholesale approach to bring employers together in sector strategies and in developing cohort training models. Efforts are more successful with smaller companies and

## **OPEN FORUM/PUBLIC COMMENT**

- Dave Coplan discussed the change in the law regarding exempt employees as it relates to the non-profit sector and suggested that organizations consider planning mandatory or required meetings for early in the week to avoid unnecessary overtime.
- Jason Fincke discussed the open house at the Carpenter's Training Center and invited Board and the public to visit.

## **ADJOURNMENT OF MEETING**

**On a motion by Deb Caplan, seconded by Scott Pipitone, the meeting adjourned at 9:37 a.m.**

# Upcoming Workforce Innovation and Opportunity Act Dates

Key Dates	WIOA Implementation	3RWIB Steps
<b>June 30, 2016</b>	The USDOL and USDOE released WIOA Final Rules to the public. The final rules are set to take effect in October 2016.	3RWIB has conducted a review of the final rules and developed a working plan for implementing new requirements.
<b>7/1/2016</b>	New performance metrics under WIOA take effect.	3RWIB will implement new performance metrics during PY2016.
<b>8/19/2016</b>	WIOA Final Rules were published in the Federal Register.	3RWIB has conducted a review of the final rules and developed a working plan for implementing new requirements.
<b>10/18/2016</b>	WIOA Title I Final Rules officially take effect.	3RWIB has reviewed WIOA Final Rules and is actively preparing to implement new requirements.
<b>11/17/2016</b> (90 days after WIOA Final Rules are published)	All primary electronic resources for PA CareerLink® must be updated with the tag line “A proud partner of the American Job Center Network”. Any new products or materials created must also include this language.	3RWIB will work with our PA CareerLink® partners to implement this branding requirements.
<b>11/17/2016</b> (90 days after WIOA Final Rules are published)	Local Boards must demonstrate additional steps toward competitively procuring a one-stop operator. This may include continued market research, pricing analysis, etc.	3RWIB will continue taking active steps toward competitive procurement of a one-stop operator. 3RWIB will also follow any forthcoming state guidance on this topic.
<b>7/1/2017</b>	Local Boards must competitively procure a one-stop operator.	3RWIB will competitively procure a one-stop operator by this date, complying with any forthcoming state or federal guidance.
<b>7/1/2017</b>	All PA CareerLink® branding must be updated to include the language, “A proud partner of the American Job Center Network”	3RWIB will work with our PA CareerLink® partners to implement this branding requirements.



**TRWIB INC**  
**Statement of Financial Position**  
As of June 30, 2016

	Unrestricted	Temporarily Restricted	Total
<b>ASSETS</b>			
Current Assets			
Checking/Savings	\$ 512,620	\$ 1,370,634	\$ 1,883,254
Accounts Receivable	\$ 3,649,571	\$ 527,733	\$ 4,177,304
Other Current Assets	\$ 18,240	\$ -	\$ 18,240
<b>Total Current Assets</b>	<b>\$ 4,180,431</b>	<b>\$ 1,898,367</b>	<b>\$ 6,078,798</b>
<b>TOTAL ASSETS</b>	<b>\$ 4,180,431</b>	<b>\$ 1,898,367</b>	<b>\$ 6,078,798</b>
<b>LIABILITIES &amp; NET ASSETS</b>			
Liabilities			
Current Liabilities			
Accounts Payable	\$ 3,392,007	\$ -	\$ 3,392,007
Other Current Liabilities	\$ 49,904	\$ -	\$ 49,904
<b>Total Current Liabilities</b>	<b>\$ 3,441,911</b>	<b>\$ -</b>	<b>\$ 3,441,911</b>
<b>Total Liabilities</b>	<b>\$ 3,441,911</b>	<b>\$ -</b>	<b>\$ 3,441,911</b>
Net Assets			
Unrestricted	\$ 751,166	\$ -	\$ 751,166
Temporarily Restricted	\$ -	\$ 1,481,578	\$ 1,481,578
Current Period Activity	\$ (12,646)	\$ 416,789	\$ 404,143
<b>Total Net Assets</b>	<b>\$ 738,520</b>	<b>\$ 1,898,367</b>	<b>\$ 2,636,887</b>
<b>TOTAL LIABILITIES &amp; NET ASSETS</b>	<b>\$ 4,180,431</b>	<b>\$ 1,898,367</b>	<b>\$ 6,078,798</b>

**TRWIB INC**  
**Statement of Activities**  
July 1, 2015 through June 30, 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)	Workforce Innovation Grant (Program)	Sector Strategies (Program)	Pittsburgh Works (Program)	Place Based Strategies (Program)	Learn & Earn (Program)					
Ordinary Income/Expense																
Income																
4000 · Public Funds/Government Grants	0	0	4,926,075	4,457,579	1,424,015	379,254	52,221	0	99,925	96,477	700,052	12,135,598	12,135,598	0	12,135,598	
4200 · Foundation & Private Contrib	1,305	0	0	0	0	0	0	0	0	0	(22,000)	(22,000)	(20,695)	1,440,000	1,419,305	
4300 · Interest	3,461	0	0	0	0	0	0	0	0	0	0	0	3,461	0	3,461	
4400 · Inter-Fund Transfer	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
4700 · Other Income	21,040	0	0	0	0	150	0	0	0	0	0	150	21,190	14,250	35,440	
4800 · Assets Released frm Restriction	0	0	0	0	0	0	0	108,653	300,639	8,448	619,721	1,037,461	1,037,461	(1,037,461)	0	
<b>Total Income</b>	<b>25,806</b>	<b>0</b>	<b>4,926,075</b>	<b>4,457,579</b>	<b>1,424,015</b>	<b>379,404</b>	<b>52,221</b>	<b>108,653</b>	<b>400,564</b>	<b>104,925</b>	<b>1,297,773</b>	<b>13,151,209</b>	<b>13,177,015</b>	<b>416,789</b>	<b>13,593,804</b>	
Gross Profit	25,806	0	4,926,075	4,457,579	1,424,015	379,404	52,221	108,653	400,564	104,925	1,297,773	13,151,209	13,177,015	416,789	13,593,804	
Expense																
5000 · Direct Program Expenses	0	0	4,221,674	3,891,136	1,338,106	379,404	51,500	73,880	175,605	83,264	927,600	11,142,169	11,142,169	0	11,142,169	
5200 · Salary, Wages, and Benefits	(1,493)	3,587	558,220	466,012	66,353	0	0	29,284	178,005	17,320	273,162	1,588,356	1,590,450	0	1,590,450	
5350 · Communication	3,517	0	0	0	0	0	0	0	286	0	151	437	3,954	0	3,954	
5450 · Equipment Expense	13,603	0	0	0	0	0	0	0	0	0	2,849	2,849	16,452	0	16,452	
5500 · Fiscal	88,182	0	550	550	0	0	0	0	0	0	0	1,100	89,282	0	89,282	
5650 · Insurance	16,485	0	0	0	0	0	0	0	0	0	0	0	16,485	0	16,485	
5660 · Information Technical Service	22,551	0	0	0	0	0	0	0	0	0	0	0	22,551	0	22,551	
5700 · Legal Expense	27,651	0	639	2,515	0	0	0	0	504	0	5,113	8,771	36,422	0	36,422	
5750 · Materials / Supplies	35,540	0	3	3	0	0	0	0	360	0	3,434	3,800	39,340	0	39,340	
5760 · Meeting Expense	11,681	0	2,296	1,215	70	0	0	0	1,600	258	6,146	11,585	23,266	0	23,266	
5770 · Memberships	17,615	0	0	0	0	0	0	0	0	0	0	0	17,615	0	17,615	
5850 · Other Miscellaneous	1,937	0	59	38	0	0	0	0	0	0	426	523	2,460	0	2,460	
5900 · Postage / Messenger	1,930	0	0	0	0	0	22	0	0	0	0	22	1,952	0	1,952	
5940 · Publications	840	0	0	0	0	0	0	0	0	0	0	0	840	0	840	
5950 · Rent	78,756	0	0	0	0	0	0	0	0	0	6,100	6,100	84,856	0	84,856	
6000 · Staff Administration	12,823	0	0	0	0	0	0	0	0	0	0	0	12,823	0	12,823	
6050 · Telephone	11,566	0	0	0	0	0	0	0	0	0	3,098	3,098	14,664	0	14,664	
6060 · Temporary Service	45,192	0	0	0	0	0	0	0	0	0	2,257	2,257	47,449	0	47,449	
6070 · Training	5,462	0	0	0	0	0	0	0	600	0	0	600	6,062	0	6,062	
6080 · Travel & Conference	17,030	0	2,109	832	65	0	0	0	314	0	566	3,886	20,916	0	20,916	
6900 · Distributed Costs	(376,586)	582	140,525	95,278	19,421	0	699	5,489	43,290	4,083	66,871	375,656	(348)	0	(348)	
<b>Total Expense</b>	<b>34,282</b>	<b>4,170</b>	<b>4,926,075</b>	<b>4,457,579</b>	<b>1,424,015</b>	<b>379,404</b>	<b>52,221</b>	<b>108,653</b>	<b>400,564</b>	<b>104,925</b>	<b>1,297,773</b>	<b>13,151,209</b>	<b>13,189,661</b>	<b>0</b>	<b>13,189,661</b>	
Net Ordinary Income	(8,476)	(4,170)	0	0	0	0	0	0	0	0	0	0	(12,646)	416,789	404,143	
Net Income	(8,476)	(4,170)	0	0	0	0	0	0	0	0	0	0	(12,646)	416,789	404,143	
	(A)	(B)														

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

(B) Miscellaneous time charged by staff to Fundraising



TRWIB, Inc.  
Cash Flow Projection - as of June 30, 2016

	Reconciled Cash Balances as of June 30, 2016	Unrestricted	Temporarily Restricted Amounts						Total
			Sector Strategies	Pittsburgh Works	Place Based Strategies	Regional Workforce Analytics	Learn & Earn	Total Restricted	
Cash/Savings	\$ 1,883,254	\$ 512,620	\$ 116,894	\$ 621,664	\$ 68,256	\$ 250,000	\$ 313,820	\$ 1,370,634	\$ 1,883,254
Accounts Receivable balances as of June 30, 2016:		3,649,571	-	24,611	26,122	-	477,000	527,733	\$ 4,177,304
Temporarily Restricted Balances as of June 30, 2016:			\$ 116,894	\$ 646,275	\$ 94,378	\$ 250,000	\$ 790,820	\$ 1,898,367	
Accounts Payable / Current Liabilities balance as of June 30, 2016:		(3,441,911)							\$ (3,441,911)
		\$ 720,280							\$ 2,618,647
Amounts Unbilled / (Overbilled) as of June 30, 2016:		-	-	-	-	-	-	-	
Anticipated Unrestricted Cash Balance upon collection of Unbilled Amts.		\$ 720,280							
<b>Current Monthly Burn Rate:</b>									
Total Expenses through June 30, 2016		\$ 13,189,661							
Less:									
Direct Program Expenses		(11,142,171)							
Salaries/Benefits/Other Admin Expenses		2,047,490							
Number of months		12							
Monthly Average Salaries/Benefits/Other Admin Expenses		\$ 170,624							
Number of Future Months Funded		4.22							

TRWIB INC  
Profit & Loss Budget Performance  
July 2015 through June 2016

	Jul '15 - Jun 16	Budget	\$ Over Budget	% of Budget	Annual Budget
Ordinary Income/Expense					
Income					
4000 · Public Funds/Government Grants	12,135,597.66	13,073,767.00	(938,169.34)	92.82%	13,073,767.00
4200 · Foundation & Private Contrib	1,419,305.00	3,237,450.00	(1,818,145.00)	43.84%	3,237,450.00
4300 · Interest	3,461.23	0.00	3,461.23	100.0%	0.00
4700 · Other Income	35,440.41	0.00	35,440.41	100.0%	0.00
Total Income	13,593,804.30	16,311,217.00	(2,717,412.70)	83.34%	16,311,217.00
Gross Profit	13,593,804.30	16,311,217.00	(2,717,412.70)	83.34%	16,311,217.00
Expense					
5000 · Direct Program Expenses	11,142,170.71	13,043,964.00	(1,901,793.29)	85.42%	13,043,964.00
5200 · Salary, Wages, and Benefits	1,590,448.21	1,995,830.00	(405,381.79)	79.69%	1,995,830.00
5350 · Communication	3,954.43	47,900.00	(43,945.57)	8.26%	47,900.00
5450 · Equipment Expense	16,451.78	27,660.00	(11,208.22)	59.48%	27,660.00
5500 · Fiscal	89,281.85	33,180.00	56,101.85	269.08%	33,180.00
5650 · Insurance	16,485.49	12,600.00	3,885.49	130.84%	12,600.00
5660 · Information Technical Service	22,551.00	15,600.00	6,951.00	144.56%	15,600.00
5700 · Legal Expense	36,421.84	19,200.00	17,221.84	189.7%	19,200.00
5750 · Materials / Supplies	39,340.79	63,096.00	(23,755.21)	62.35%	63,096.00
5760 · Meeting Expense	23,267.16	36,250.00	(12,982.84)	64.19%	36,250.00
5770 · Memberships	17,615.00	18,050.00	(435.00)	97.59%	18,050.00
5850 · Other Miscellaneous	2,460.52	0.00	2,460.52	100.0%	0.00
5900 · Postage / Messenger	1,951.99	1,800.00	151.99	108.44%	1,800.00
5940 · Publications	839.99	1,074.00	(234.01)	78.21%	1,074.00
5950 · Rent	84,855.93	82,800.00	2,055.93	102.48%	82,800.00
6000 · Staff Administration	12,823.00	14,184.00	(1,361.00)	90.41%	14,184.00
6050 · Telephone	14,663.51	12,180.00	2,483.51	120.39%	12,180.00
6060 · Temporary Service	47,448.51	0.00	47,448.51	100.0%	0.00
6070 · Training	6,061.92	26,439.00	(20,377.08)	22.93%	26,439.00
6080 · Travel & Conference	20,915.06	54,679.00	(33,763.94)	38.25%	54,679.00
6900 · Distributed Costs	(347.67)	0.00	(347.67)	100.0%	0.00
Total Expense	13,189,661.02	15,506,486.00	(2,316,824.98)	85.06%	15,506,486.00
Net Ordinary Income	404,143.28	804,731.00	(400,587.72)	50.22%	804,731.00
Net Income	404,143.28	804,731.00	(400,587.72)	50.22%	804,731.00

# Adult and Youth State Performance

WIOA establishes core measures for Adult/Dislocated Worker and Youth activities to ensure effectiveness and success in achieving the goals of federal legislation. These measures are designed to measure the effectiveness and continuous improvement of the adult and youth service delivery systems.

Each year, 3RWIB must negotiate with the state the performance levels in the core areas of adults and dislocated workers entering employment, job retention, and 6-month earnings; youth placed into jobs or who entered post-secondary education, youth who attained a degree or credential, and youth who have improved in literacy or numeracy scores. In PY15, 3RWIB was required to meet 80% of the negotiated level.

In PY2015, 3RWIB met or exceeded all performance measures.

## 3RWIB performance vs. State performance (July 2015-June 2016)

WIA Common Measures	Statewide			Allegheny County LWIA			City of Pittsburgh LWIA		
	PA Neg Lvl PY 15	Actual Perf Lvl	Percent Lvl Achieved	SW005 Neg Lvl PY 15	Actual Perf Lvl	Percent Lvl Achieved	SW095 Neg Lvl PY 15	Actual Perf Lvl	Percent Lvl Achieved
	Adult EER	75	75.4%	100.54%	70	84.6%	120.88%	70	87.2%
Adult Retention	84	85.0%	101.14%	77	84.9%	110.23%	77	86.9%	112.89%
Adult 6 Months Avg Earnings	14,000	\$13,218	94.42%	14,000	\$13,939	99.57%	14,000	\$13,454	96.10%
DW EER	80	81.8%	102.20%	73	88.2%	120.80%	73	81.9%	112.19%
DW Retention	90	91.0%	101.13%	89	88.7%	99.71%	89	93.8%	105.45%
DLW 6 Months Avg Earnings	17,250	\$16,858	97.73%	17,000	\$19,819	116.58%	17,000	\$15,719	92.47%
Youth Placement	62	68.9%	111.07%	56	59.1%	105.52%	56	68.2%	121.75%
Youth Attnmt of Deg or Cert	86	86.4%	100.46%	89	94.3%	105.94%	89	98.8%	111.01%
Youth Literacy/Numeracy Note 4:	66	64.8%	98.16%	55	72.6%	131.96%	55	58.5%	106.37%
Number of Performance Measures Note 5:		Not Met 0 Met 3 Exceed 6			Not Met 0 Met 2 Exceed 7			Not Met 0 Met 2 Exceed 7	
Overall Performance Note 6:		<b>MET</b>			<b>EXCEEDED</b>			<b>EXCEEDED</b>	
<b>Total Exitters:</b>	Num	Denom		Num	Denom		Num	Denom	
Adults (Oct-Mar) EER	4,415	5,855		363	429		171	196	
Adults (Apr-Sep) Retention	4,887	5,752		320	377		133	153	
Adults (Apr-Sep) Avg Earnings	64,597,976	4,887		4,460,623	320		1,789,393	133	
DW EER	5,630	6,886		291	330		95	116	
DW Retention	5,461	6,000		205	231		61	65	
DW Avg Earnings	92,062,206	5,461		4,062,971	205		958,875	61	
Youth Placement	3,012	4,374		130	220		135	198	
Youth Attnmt of Deg or Cert	3,284	3,801		165	175		165	167	
Youth Literacy/Numeracy	1,034	1,596		90	124		86	147	

## Performance for July 2016-June 2017

3RWIB is in the process of negotiating PY16 WIOA performance measures with the State. The State has offered local areas a year without sanctions for failure to meet performance metrics. Given the historical performance of our programs, 3RWIB has accepted the State's levels of performance for all measures except youth 2Q employment or education and 4Q employment or education. 3RWIB has proposed lower levels than the state levels in these two measures. The proposed levels are in line with the past 10 years of performance data.

Further, the level that the state has set for Employment in the 2Q after exit for youth participants (65%) is the same as for adult participants (65%). Given the differences in these populations in education, demographics, career goals, and service needs, we have asked the state to lower the expected performance level for youth participants.

### WIOA Performance Negotiations PY 2016

	State Proposed Levels	State Final Levels	Local Request
<b>Adult</b>			
Employment (Second Quarter after Exit)	59%	65%	65%
Employment (Fourth Quarter after Exit)	58%	65%	65%
Median Earnings (Second Quarter after Exit)	\$5,000	\$5,000	\$5,000
Credential Attainment Rate	68%	55%	55%
Measurable Skill Gains	Baseline	Baseline	Baseline
Effectiveness in Serving Employers	Baseline	Baseline	Baseline
<b>Dislocated Workers</b>			
Employment (Second Quarter after Exit)	67%	74%	74%
Employment (Fourth Quarter after Exit)	63%	75%	75%
Median Earnings (Second Quarter after Exit)	\$6,300	\$7,000	\$7,000
Credential Attainment Rate	71%	57%	57%
Measurable Skill Gains	Baseline	Baseline	Baseline
Effectiveness in Serving Employers	Baseline	Baseline	Baseline
<b>Youth</b>			
Employment (Second Quarter after Exit)	58%	65%	57%
Employment (Fourth Quarter after Exit)	57%	57%	50%
Median Earnings (Second Quarter after Exit)	\$2,100	Baseline	Baseline
Credential Attainment Rate	60%	70%	70%
Measurable Skill Gains	Baseline	Baseline	Baseline
Effectiveness in Serving Employers	Baseline	Baseline	Baseline

*\*Baseline indicators represent those measures for which there is not adequate data to make a reasonable determination of an expected level of performance.*

# Key initiatives

## Youth Programs

3RWIB provides oversight, distributes funds and manages 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.

- Contracts have been executed with 15 providers to serve a total of 506 in-school youth and 813 out-of-school youth.
- Staff and providers have been working together to identify and implement best practices, work through areas of concern, and identify promising partnerships that can be expanded throughout the system.
- Since July, providers have enrolled 260 in-school youth and 180 out-of-school youth.
- Since July, 5 out-of-school youth have earned GEDs and several others have started tutoring, work experience or occupational skills training.

## Learn and Earn

Learn and Earn is a collaborative effort of the City of Pittsburgh, Allegheny County and 3RWIB. The 2016 program concluded on Aug 5.

In 2016:

- Positions were offered to more than 2,100 young people; 15% of whom declined to participate.
- 1,822 low-income youth were served through 31 service providers and 400 worksites.
- 36 young people participated in tier 3, the corporate internship experience.
- Participating employers: Allegheny Health Network; Allegheny Intermediate Unit; ALCOSAN; ATI; Citizens Bank; CCAC; Comcast; Education Partnership; Jones Day; MARC USA; Peoples Natural Gas; Piece Maker; The Pittsburgh Foundation; 3RWIB; PNC; Simcoach Games; University of Pittsburgh; and UPMC.
- Participating youth earn more than \$1.6 million in wages
- Nearly 6% of program participants were sourced from year-round youth programs, a significant increase from 2015. Staff will work with providers to establish the systems needed to keep youth connected with programming through the summer and help young people access the services offered through Learn and Earn.
- Staff members continue to connect Learn and Earn youth with year-round programming.

## 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.

- ULA has placed 282 job seekers into jobs between July 1, 2016, and Aug. 31, 2016.
- The third year of Quick Train for Jobs funding for short-term occupational skills training for job seekers was announced on Sept. 1.
- Carnegie Library of Pittsburgh and ULA launched a partnership providing on-site workforce services to job seekers in the Downtown and North Side library locations. Job seekers receive career counseling, resume writing, on-site recruitment events, referrals and other services. This partnership has resulted in 74 new registrations in the system. An official launch with Mayor Peduto is being planned for the coming weeks.
- A team comprised of 3RWIB and partner organizations United Labor Agency, Goodwill of SWPA, Greater Pittsburgh Literacy Council and PA Office of Vocational Rehabilitation participated in a learning exchange on customer-centered design at the White House. The Pittsburgh-based team was one of three PA teams and 80 teams nationally selected to participate in the learning exchange.
- Two Employer Talks sessions, focused on transportation and logistics and customer service, were held since June 1. Twenty-six partners attended. Participating employers were Pitt Ohio Express, Liberty USA, Greyhound, PNC, BNY Mellon and Cardworks Servicing.
- As a result of Employer Talks, Pittsburgh Works arranged recruitment sessions for participating employers, with 80 job seekers attending.



- 3RWIB and its partners, Jewish Family and Children’s Services and The WorkPlace, delivered a unique model of the Platform to Employment (P2E) model to 12 immigrant and foreign-board workers not working in their respective areas of expertise. P2E includes an employment-preparatory program and a trial work experience. To date, four graduates have started the trial work experience in areas including education and healthcare.

### **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>.

To date, 124 people attended five sessions or five events were attended by a total of 124 individuals. Participants received 32 hours of Continuing Education Credits. Three additional sessions are planned for the fall.



# 3 RIVERS WIB

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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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