



Welcoming Communities Conference 2015

Implementing WIOA Programs in Partnership with
New Americans

Kevin Perkey – CEO
South Central Pa Works

10/26/15

We envision a region where **opportunity for prosperity and growth** exist for all.

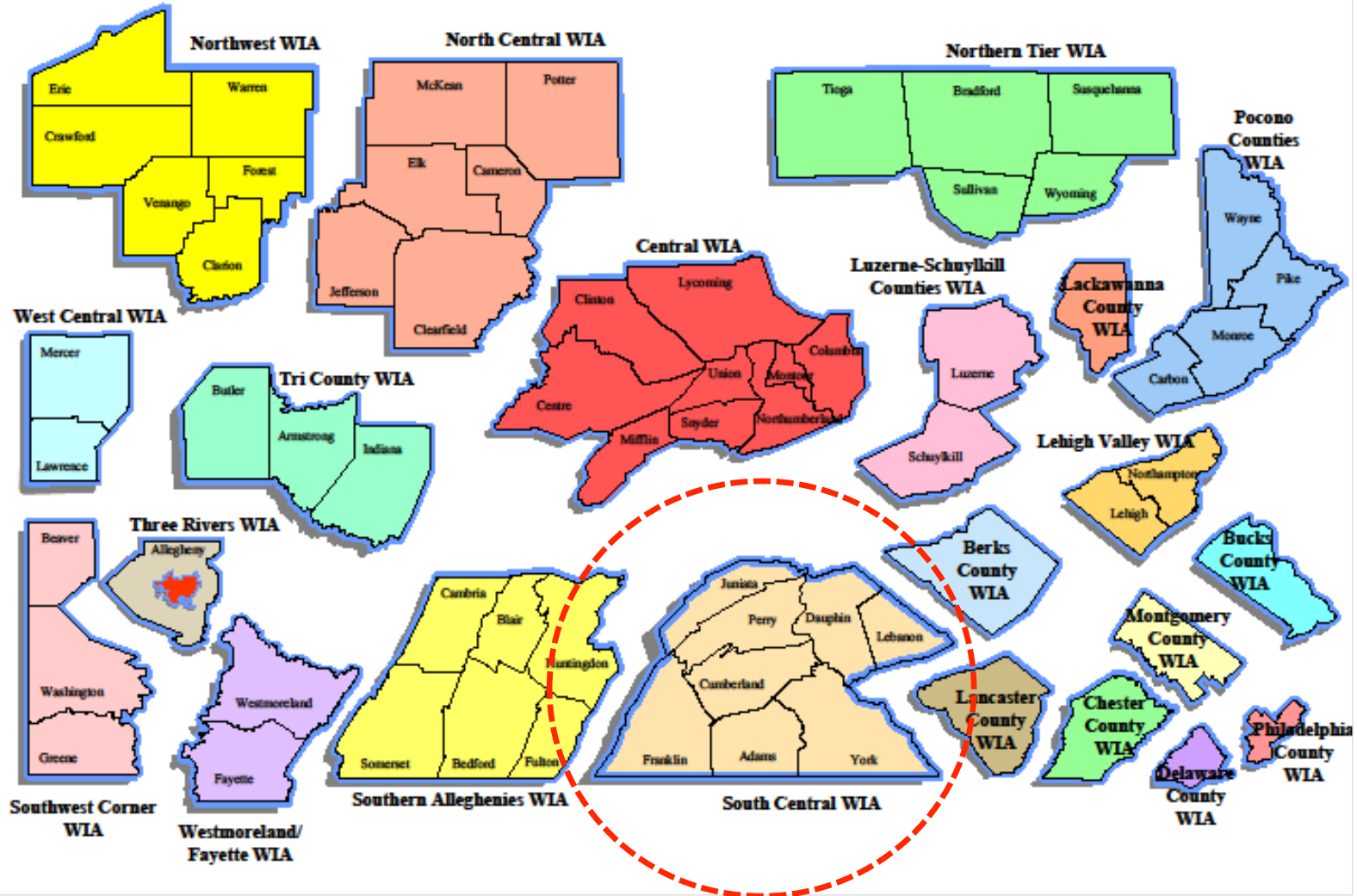
Our mission is to **unlock the human talent** that drives the development of businesses and individuals.

We accomplish this by:

- **Building a productive network** of business, economic development, and community partners to **create a demand driven opportunity engine** for our region
- **Connecting youth and adults** to a value chain stretching from education to job opportunities and beyond
- **Integrating education, training programs, and community partners** with the needs of industry and our regional economy
- **Investing in and evaluating what works** as entrusted stewards of public resources



Workforce Investment Areas



- With a little more than 730,000 people, the South Central Workforce Investment Area (WIA) accounted for about 11% of the state’s labor force.
- The unemployment rate (UR) for the region was 4.5%, which is lower than the state (5.4%). Cumberland County had the lowest UR (4.0%) and Franklin County the highest (5.1%).

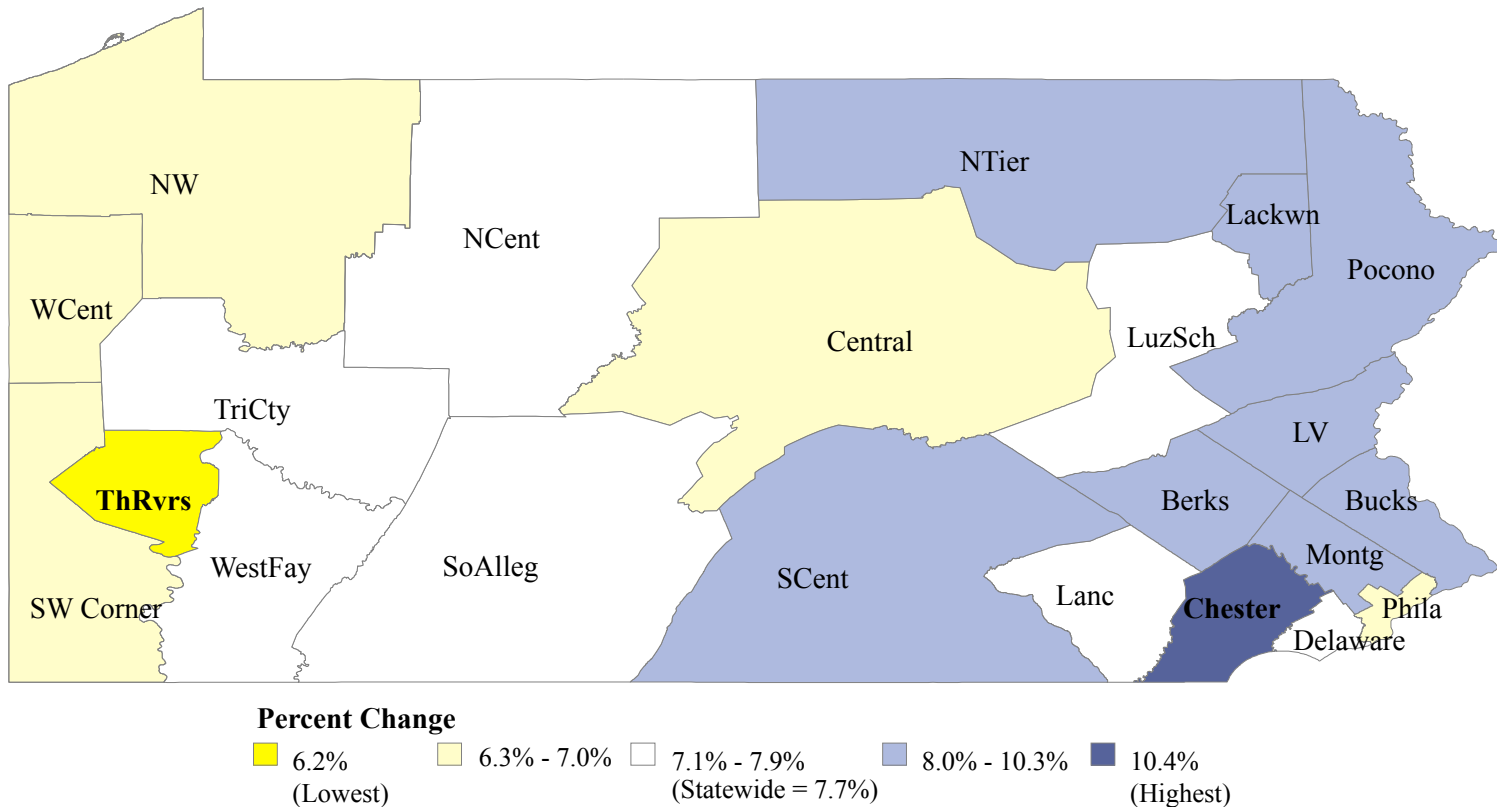
Area	Labor Force	Emplm't	Unempl'd	Unemplm't Rate
Pennsylvania	6,426,000	6,077,000	349,000	5.4%
South Central WIA	734,900	701,500	33,400	4.5%
Adams	5,510	5,270	230	4.2%
Cumberland	12,730	12,220	510	4.0%
Dauphin	14,150	13,490	660	4.6%
Franklin	7,620	7,230	390	5.1%
Juniata	1,180	1,120	60	5.0%
Lebanon	6,930	6,590	340	4.9%
Perry	2,440	2,330	110	4.5%
York	23,060	21,920	1,140	5.0%

- Other statistics about the state and select regions are available in the State’s *PA Monthly WorkStats* publication.

*Source: PA Department of Labor & Industry – Center for Workforce Information & Analysis – www.paworkstats.pa.gov
Statistics are from the Local Area Unemployment Statistics program (July 2015 seasonally-adjusted data)*



- 13 WIAs at or above the statewide growth rate (7.7%)
- Chester WIA highest (10.4%), Three Rivers WIA lowest (6.2%), South Central WIA in the middle (8.0%)



Source: PA Department of Labor & Industry – Center for Workforce Information & Analysis – www.paworkstats.pa.gov



- The four largest industries in 2012 accounted for 43.2% of all PA employment and 43.9% of all South Central WIA employment.

Pennsylvania	South Central WIA
Health Care & Social Assistance (922,000)	Health Care & Social Assistance (85,150)
Retail Trade (633,740)	Manufacturing (78,620)
Manufacturing (566,890)	Retail Trade (70,270)
Educational Services (491,800)	Government (64,650)

- The five largest occupational groups accounted for 48.0% of all PA employment and 50.3% of all South Central WIA employment.

Pennsylvania	South Central WIA
Office & Administrative Support (973,660)	Office & Administrative Support (109,860)
Sales (627,240)	Sales (63,630)
Food Preparation & Serving (474,280)	Transportation & Material Moving (62,250)
Transportation & Material Moving (415,330)	Production (54,280)
Production (411,670)	Food Preparation & Serving (52,550)

Source: PA Department of Labor & Industry – Center for Workforce Information & Analysis – www.paworkstats.pa.gov



Fastest Growing Occupations

Pennsylvania

Registered Nurses
Home Health Aides
Personal Care Aides
Combined Food Prep & Serving Workers
Heavy & Tractor-Trailer Truck Drivers
Laborers & Material Movers
Secretaries
Carpenters
Customer Service Representatives
Nursing Assistants

Physical Therapist Aides
Diagnostic Medical Sonographers
Home Health Aides
Information Security Analysts
Personal Care Aides
Meeting, Convention & Event Planners
Market Research Analysts
Physical Therapist Assistants
Cardiovascular Technicians
Occupational Therapy Assistants

Retail Salespersons
Cashiers
Combined Food Prep & Serving Workers
Registered Nurses
Waiters & Waitresses
Laborers & Material Movers
Customer Service Representatives
Office Clerks, General
Home Health Aides
Janitors & Cleaners

Traditional
(By Volume Growth)

Emerging
(By Percent Growth)

Foundational
(By Annual Openings)

South Central WIA

Laborers & Material Movers
Registered Nurses
Combined Food Prep & Serving Workers
Heavy & Tractor-Trailer Truck Drivers
Home Health Aides
Personal Care Aides
Retail Salespersons
Secretaries
Customer Service Representatives
Carpenters

Personal Care Aides
Home Health Aides
Industrial Machinery Mechanics
Computer Systems Analysts
Market Research Analysts
Medical Secretaries
Systems Software Developers
Civil Engineers
Nonfarm Animal Caretakers
EMTs & Paramedics

Retail Salespersons
Laborers & Material Movers
Cashiers
Combined Food Prep & Serving Workers
Waiters & Waitresses
Registered Nurses
Heavy & Tractor-Trailer Truck Drivers
Customer Service Representatives
Stock Clerks & Order Fillers
Office Clerks, General

Source: PA Department of Labor & Industry – Center for Workforce Information & Analysis – www.paworkstats.pa.gov



Industry	Empl. (2012)	Proj. Empl. (2022)	Empl. Change (2012-2022)	
			Volume	Percent
Total Jobs	680,420	734,870	54,450	8.0%
Goods Producing Industries	115,120	120,600	5,480	4.8%
Agriculture, Mining & Logging	12,160	12,360	200	1.6%
Construction	24,340	29,000	4,660	19.1%
Manufacturing	78,620	79,240	620	0.8%
Services-Providing	528,320	576,640	48,320	9.1%
Trade, Transportation & Utilities	132,220	140,950	8,730	6.6%
Information	8,070	7,820	-250	-3.1%
Financial Activities	29,770	30,900	1,130	3.8%
Professional & Business Services	66,740	82,370	15,630	23.4%
Education & Health Services	131,000	146,810	15,810	12.1%
Leisure & Hospitality	59,670	65,460	5,790	9.7%
Other Services, Except Public Admin.	36,200	38,170	1,970	5.4%
Federal, State & Local Government	64,650	64,160	-490	-0.8%

Source: Long-Term Occupational Employment Projections, 2012-22

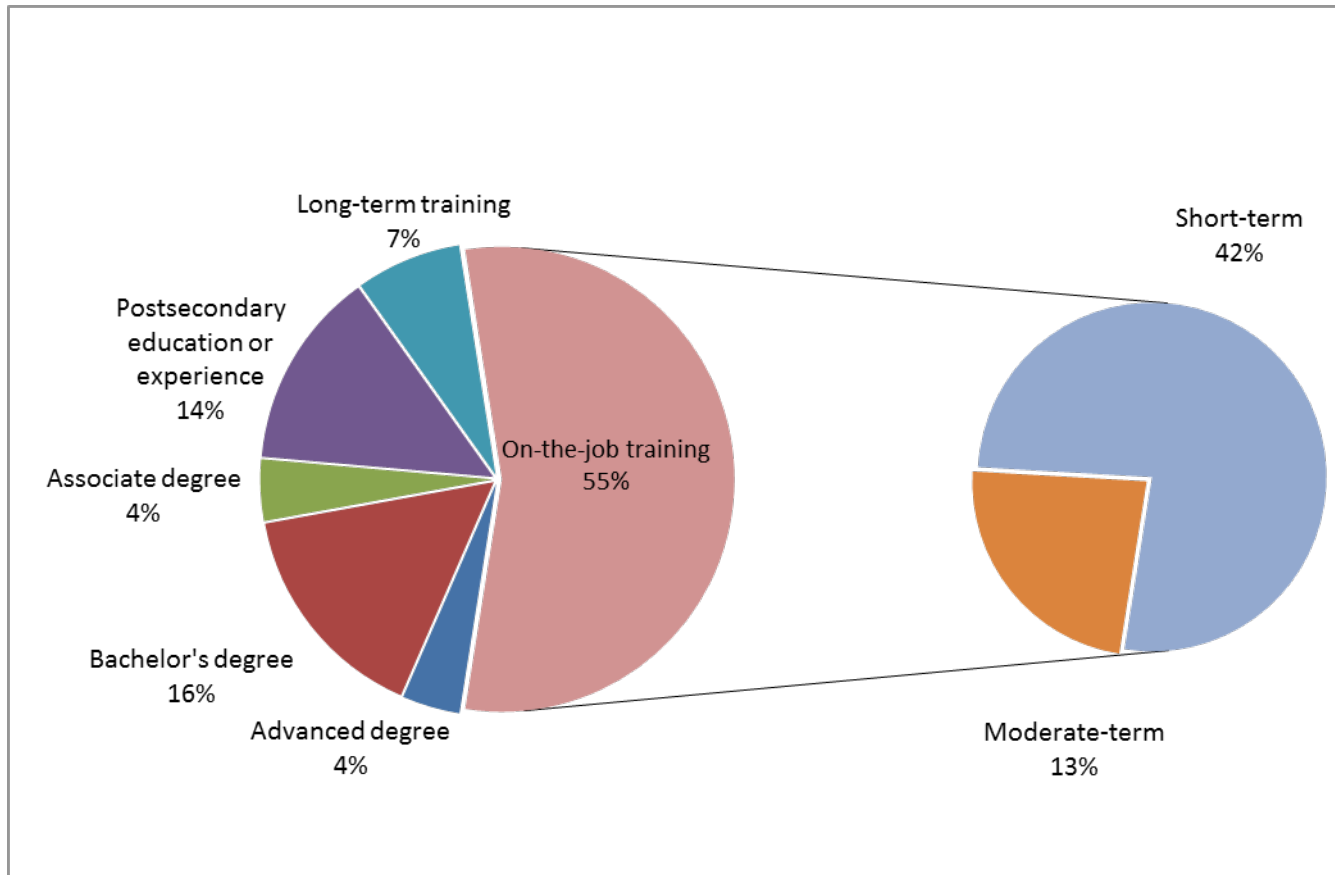


Occupational Title	Empl. (2012)	Proj. Empl. (2022)	Empl. Change (2012-2022)		Total Openings
			Volume	Percent	
Total, All Occupations	680,420	734,870	54,450	8.0%	21,993
Management, Business & Finance	65,420	69,810	4,390	6.7%	1,845
Computer, Engineering & Science	30,560	34,350	3,790	12.4%	1,029
Education, Legal, Social Service, Arts & Media	62,690	66,180	3,490	5.6%	1,724
Healthcare Practitioners, Technicians & Support	56,710	65,710	9,000	15.9%	2,054
Protective, Food, Building & Personal Service	112,540	124,220	11,680	10.4%	4,509
Sales & Related	63,630	66,370	2,740	4.3%	2,267
Office & Administrative Support	109,860	113,620	3,760	3.4%	3,025
Farming, Fishing & Forestry	8,220	8,140	-80	-1.0%	251
Construction & Extraction	25,780	29,690	3,910	15.2%	823
Installation, Maintenance & Repair	28,470	31,330	2,860	10.0%	965
Production	54,280	56,440	2,160	4.0%	1,377
Transportation & Material Moving	62,250	69,020	6,770	10.9%	2,125

Source: Long-Term Occupational Employment Projections, 2012-22



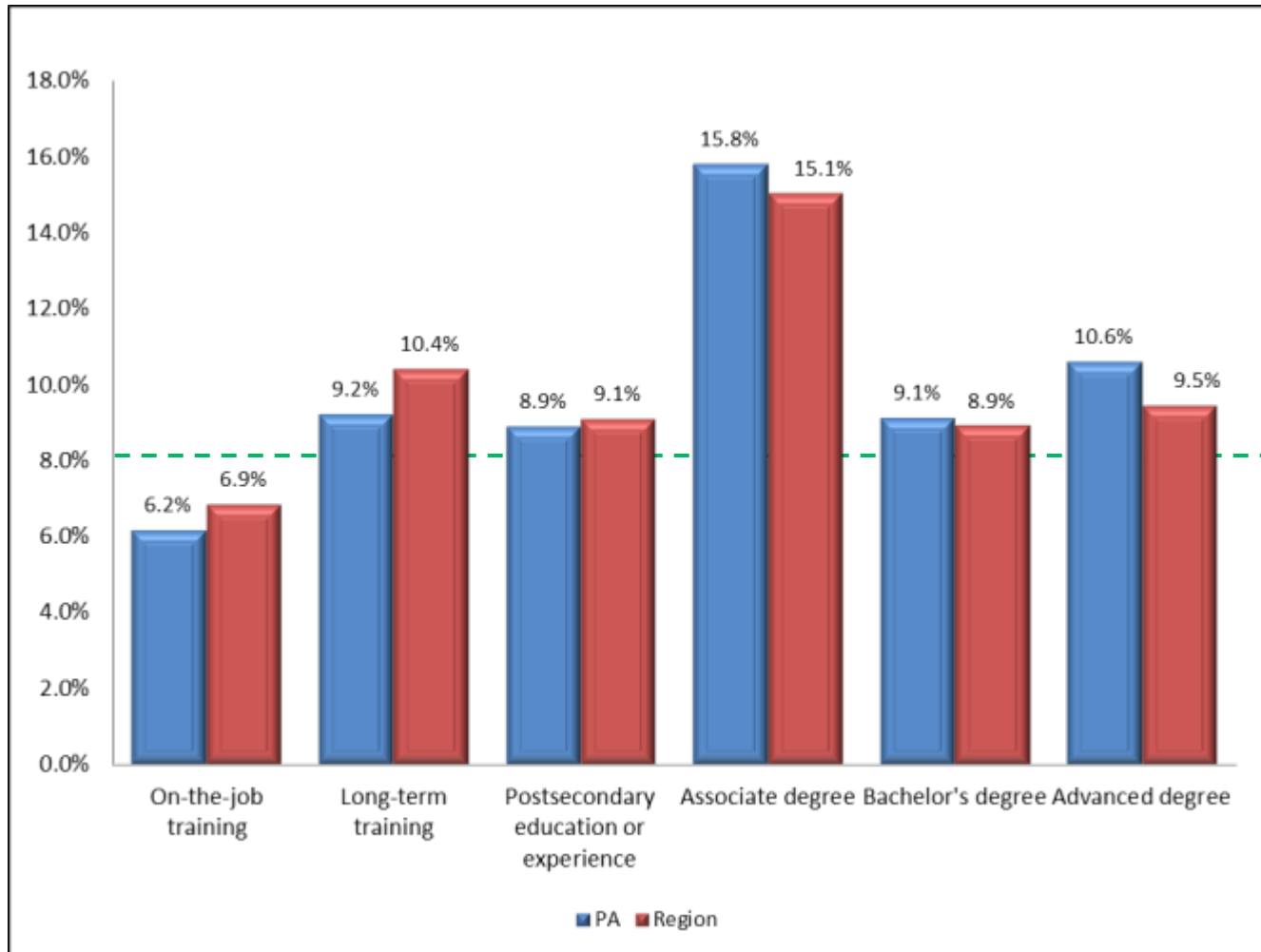
Projected Employment Distribution in the South Central WIA by Educational Level (2012 – 2022)



Source: PA Department of Labor & Industry – Center for Workforce Information & Analysis – www.paworkstats.pa.gov
 Based on Long-Term Occupational Employment Projections, 2012-22



Employment Growth by Educational Level (2012 – 2022)



Overall growth rate for South Central: 8.0%

Source: PA Department of Labor & Industry – Center for Workforce Information & Analysis – www.paworkstats.pa.gov
Based on Long-Term Occupational Employment Projections, 2012-22



WIA	Entry	Average	Expr'd
Montgomery County	\$22,000	\$54,300	\$70,450
Chester County	\$22,280	\$53,430	\$69,000
Philadelphia County	\$21,820	\$53,190	\$68,870
Delaware County	\$21,490	\$49,840	\$64,020
Three Rivers	\$20,910	\$47,860	\$61,340
Bucks County	\$20,950	\$46,390	\$59,110
Lehigh Valley	\$20,790	\$44,780	\$56,780
Berks County	\$20,690	\$43,140	\$54,360
South Central	\$20,610	\$43,140	\$54,410
Southwest Corner	\$20,100	\$42,650	\$53,920
Tri-County	\$19,910	\$42,510	\$53,800
Central	\$19,660	\$41,240	\$52,040
Lancaster County	\$20,320	\$40,790	\$51,020
Luzerne-Schuylkill Counties	\$19,640	\$40,560	\$51,030
Lackawanna County	\$19,850	\$39,990	\$50,060
Westmoreland-Fayette Counties	\$18,890	\$39,800	\$50,250
Pocono Counties	\$18,750	\$39,300	\$49,570
Northern Tier	\$19,020	\$38,580	\$48,360
West Central	\$18,450	\$38,000	\$47,770
Northwest	\$18,630	\$37,820	\$47,420
Southern Alleghenies	\$18,430	\$36,960	\$46,220
North Central	\$18,680	\$36,810	\$45,880

Statewide Wages
Entry: \$20,530
Average: \$45,750
Expr'd: \$58,360

Source: PA Department of Labor & Industry – Center for Workforce Information & Analysis – www.paworkstats.pa.gov



Overview

- Reauthorizes Congress to fund federal workforce/job-training programs between 2015-2020, previously the Workforce Investment Act (WIA)
 - Funding levels incorporated into WIOA (not in WIA)
- The Act took effect on July 1, 2015
 - WIA state/local plans and current performance provisions remain in effect for the first full program year
- Maintains existing programmatic and funding structure under WIA
- Main Themes:
 - Improved employer engagement; Greater regional coordination; Implement sector strategies; Build career pathways; Integrate with other Federal & State Programs



Changes from WIA to WIOA

- Local board membership – maintains 51% Private Sector Membership, affords some greater flexibility for other members
- Local board functions – maintains local control of workforce system
- Workforce Area re-designation – provides the Governor the ability to consider and designate appropriate workforce areas
- Adds a regional plan – encourages greater regional collaboration
- “Continuous improvement” provision – criteria for one-stop center certification



Unpacking the Workforce Innovation & Opportunity Act (WIOA): Opportunities for New Americans

- WIOA continues tradition of aiding eligible immigrants with:
 - Improving skills
 - Pursuing education & training opportunities
 - Strengthening the ability to find family sustaining employment
- WIOA is also aligned with the three pillars (linguistic, civic and economic) of the US Department of Education's Networks for Integrating New Americans and the White House Task Force on New American's Plan
- WIOA provides tools for States & Local areas to invest in programs aimed at improving and/or developing:
 - English Language
 - Literacy
 - Math Skills



Unpacking the Workforce Innovation & Opportunity Act (WIOA): Opportunities for New Americans

- WIOA requires State Plan across all 4 titles of WIOA (further integrating the public workforce system):
 - Inclusive planning process with Department of Labor & Industry, Department of Education, Department of Economic Development, Department of Human & Social Services, Department of Agriculture
 - Data analysis on demographics of Limited English Proficient (LEP) constituents
 - Incorporates leadership from programs serving immigrant and LEP constituents
- WIOA strengthens connection to Title II (Adult Education) Programs
 - Offered by Community Colleges, Nonprofit Organizations and School Districts
 - Nationally 44% of all Adult Education participants are LEP
 - Opportunity to further integrate Title I (One Stop Services) with Adult Education



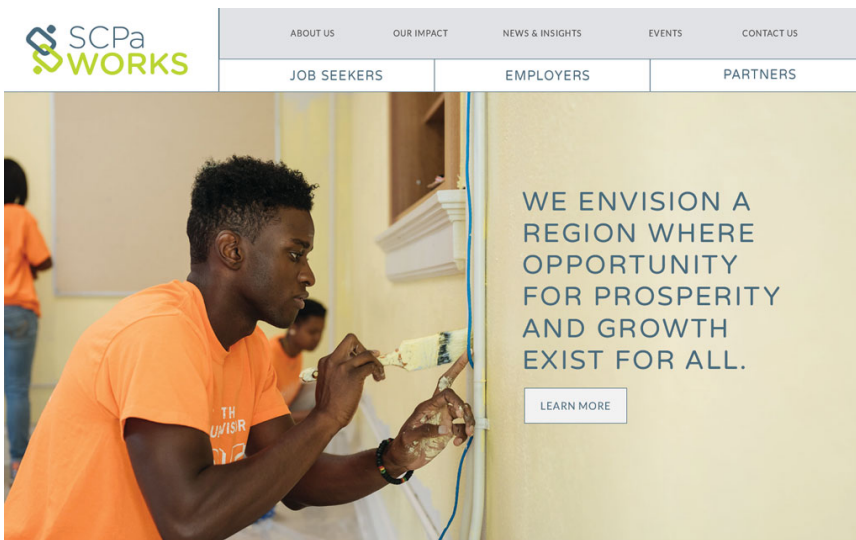
Unpacking the Workforce Innovation & Opportunity Act (WIOA): Opportunities for New Americans

- WIOA provides greater integration for English Literacy & Civics Education while affirming individuals with degrees & certificates from abroad are eligible to participate (provided they meet eligibility criteria)
- WIOA offers opportunity to use Educational Functioning Levels (EFLs), validated through testing, which may help LEPs who are continuing to work toward their high-school equivalency (GED)
- Sector Partnerships open the opportunity for immigrant and LEP business owners to participate as employers and advisors within the public workforce system
- WIOA establishes the development of Career Pathways for all participants, ensuring accessibility for eligible LEP and immigrant constituents



- **Aligning Workforce Investments with Sector Program Strategy**
 - Initial Focus on Manufacturing, Healthcare, & Logistics
 - Short-Term On The Job Training
 - Employer Driven Customized Training
 - Cohort-Style Employer Micro-Credentials
 - Professional Development/Long-Term Training for Current Workforce
 - Apprenticeship Style Development
- **Regional Business Solution Partnership – Supporting Business**
 - Collaborating with Regional Economic Development Partners
- **Young Adult Program Investment Strategy – Building the Pipeline**
 - Fall RFP focused on Back On Track Programs & Summer Youth Employment/ Internships for Young Adults





OUR IMPACT

Our mission is to unlock the human talent that drives the development of businesses and individuals.

WE ACCOMPLISH THIS BY:

- Building a productive network of business, economic development, and community partners to create a demand driven opportunity engine for our region.
- Connecting youth and adults to a value chain stretching from education to job opportunities and beyond.
- Integrating education, training programs, and community partners with the needs of industry and our regional economy.
- Investing in and evaluating what works as entrusted stewards of public resources.

JOB SEEKERS EMPLOYERS PARTNERS



SCPPa **WORKS**

SOUTH CENTRAL WORKFORCE INVESTMENT BOARD

Unlocking the **human talent** that drives the
development of businesses and individuals across
South Central Pennsylvania

