

# **Worker Training Programs in Pennsylvania**

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### **Problems surrounding the Direct Care Worker field:**

- DCW are in high demand; extreme shortage of DCW state-wide
- Problems in both recruitment and retention of skilled DCW workforce
- Work can be difficult and wages are typically low; resulting in extremely high turnover
- Specific duties required of a DCW may vary considerably from one agency to another, or from one patient to the next
- There is not an agreed upon curriculum, or consistent training/skill requirement for training DCWs

### **Initiatives to address current challenges?**

- some interest in developing a career pathway for the DCW occupation, ideally this means combining education, training and social services to align skill needs of the industry to enable low-skilled, low-income adults to achieve credentials and higher paying employment.

### **Questions being asked are two fold:**

- What training funds exist that might be used to help address this need throughout Pennsylvania.?
- How can these funds be accessed to properly skill/prepare more DCWs to fill the growing demand?

- **High-level overview of the public workforce system**
- **Examine requirements necessary for accessing training Funds in Pa.**
- **Wrap up discussion:  
Q&A**

## Public Workforce System:

- Workforce Innovation Opportunity Act. [WIOA]
- US Dept. of Labor
- Pa. Dept. of Labor and Industry
- Local Workforce Development Boards

## How training funds work [worker eligibility]



### Requirements for funding:

- Participant [worker] Eligibility
  - Criteria typically includes:
    - Poverty / Family Income Guidelines
    - Educational Guidelines
    - Unemployed or Under-employed
    - TANIF and other assistance recipients
    - Persons with barriers to employment
    - Other WIOA Targeted Populations
  - Eligibility criteria is established locally.
- Priority of service:
  - Veterans
  - Persons with disabilities
  - Other targeted populations

## How training funds work [occupation]



### Requirements for funding:

- Participant [worker] Eligibility
- Occupation/Job must qualify

## **High Priority Occupation List**

- Title 1B funds can only be used to train for ‘in-demand’ occupations as they are identified on High Priority Occupation lists (HPO).
- Purpose of the HPO list is to align workforce training and education investments with occupations that:
  - are in-demand
  - have evolving skill needs
  - are likely to provide family-sustaining wages.



## HPOs:

- Begin with over 800 occupations state-wide
- HPO lists are tailored to the **local** level by removing occupations that do ***not*** meet HPO criteria:
  - are in-demand
  - have evolving skill needs
  - are likely to provide family-sustaining wages.

## Tailoring of the HPO:

- is essentially a two-steps process:
  - Step 1... ***Occupational Data Analysis***  
is performed to create a baseline list of high-demand, higher-wage occupations within each local Workforce Development Area using the best available labor force data available.
  - Step 2... ***Expert Input and Regional Factors***  
are used to identify occupations likely to emerge as HPOs based on economic development investment, new labor market trends or business demand, as well as those that are too new or regionally specific to be captured by the data.

## **HPOs:**

- Updated Annually:
  - State drafts are released in late Spring
  - Local WDBs can petition the state to add occupations [using the two-step process previously identified]
  - Final lists are typically published by early September for the coming year.

### Requirements for Title 1B funding:

- The Participant [worker] themselves:
  - must meet program eligibility
  - eligibility and training policies are established locally by the WDB in collaboration with the Chief Locally Elected Official [CLEO]
  
- The job/occupation for which training funds are requested:
  - must meet program eligibility
  - eligibility is established locally by the WDB in collaboration with the CLEO
  - Added to the HPO List

## How training funds work [Training Provider]



### Requirements for funding:

- Participant [worker] Eligibility
- High Priority Occupation List
- Training Providers

In Pennsylvania, the Department of Labor and Industry maintains a statewide list of approved providers eligible to receive WIOA Title I-B funds for workforce training activities.

The state-wide list is called the Eligible Training Provider List [ETPL].

To be eligible, an entity must qualify as:

- An accredited institution of higher education
- An entity that carries out programs registered under the “National Apprenticeship Act
- Provider of on-the-job training (OJT), customized training (CT), incumbent worker training (IWT), internships, and paid or unpaid work experience opportunities, or transitional employment;

To be eligible, an entity must qualify as:

- Public or private provider of training services, which may include joint labor-management organizations, and eligible providers of adult education and literacy activities under WIOA title II, *if* such activities are provided in combination with occupational skills training



### Roles and Responsibilities:

- Local Workforce Development Boards [WDB]:
  - Solicit training providers as deemed appropriate
  - ensure a competitive market to promote consumer choice
  - implement data-driven career pathways and sector strategies [based on HPOs]
  - Verify provider's eligibility to receive WIOA/Title 1B funds

### Roles and Responsibilities of The Department:

- Establishes criteria and procedures for initial determination and continued eligibility for providers and training programs to receive funds under WIOA title I-B
- Ensures consumer choice is achieved
- Ensures successful implementation of data-driven career pathways and sector strategies
- Vets all providers; issues final approval for eligible providers and programs
- Maintains statewide ETPL

## How training funds work.



### Requirements for funding:

- Participant [worker] Eligibility
- High Priority Occupation List
- Eligible Training Provider List

## How training funds work [Training Programs]



### Requirements for funding:

- Participant [worker] Eligibility
- High Priority Occupation List
- Eligible Training Provider List
- Training Programs

# Eligible Training Programs

- A **Program of Training Services** is defined as one or more courses or classes, or a structured regimen that leads to
  - a recognized post-secondary credential
  - secondary school diploma or its equivalent
  - employment [within a High Priority Occupation]
  - or measurable skill gains toward such a credential or employment [within a High Priority Occupation]

## How training funds work.



### Requirements for funding:

- Participant [worker] Eligibility
- High Priority Occupation List
- Eligible Training Provider List
- Eligible Training Programs

### **WIOA Title 1B funding:**

- Federal funding is granted to states/territories by formula
- Within Pa. funding is distributed to 22 LWDBs by formula
- LWDBs in collaboration with the CLEO act as semi-autonomous governing bodies
  - establish eligibility criteria to include individual caps
  - Training caps vary by area
  - Participants are generally only eligible to access WIOA Title 1b funds once/lifetime
  - Typical that local areas will require participants to apply for alternate financial aid resources (PELL, PHEAA, etc.) prior to accessing Title 1B funds.

### **Discussed: issues surrounding the DCW occupation.**

- DCW are in high demand; extreme shortage of DCW state-wide
- Low recruitment; low retention
- Challenging work; low wages; high turn-over
- No consistency of duties/tasks; vary situationally from one company to the next and from one patient to the next
- No standardized, agreed upon, or negotiated curriculum.



# Summary:

## **30k' view of the public workforce system:**

- Workforce Innovation Opportunity Act. [WIOA]
- US Dept. of Labor
- PA Dept. of Labor and Industry
- Local Workforce Development Boards

# Summary:

## **Requirements for accessing training \$:**

- Worker Eligibility
- Occupational Eligibility [HPO List]
- Training Provider Edibility [ETPL]
- Eligible Training Programs
- General Funding issues

# Summary:

## 1. What funds exist to address worker/skills training in Pennsylvania?

- Approximately \$77m

### Title 1B:

- Adult worker [Approx \$25m],
- Dislocated worker [Approx \$25m],
- In-school, Out-of-school Youth [Approx \$27m],
  
- ITAs, OJTs, CTs, IWT, work experience, apprenticeships, etc.

# Summary:

2. How can these funds be accessed

## Summary



- Is there an interest in developing a career pathway for the DCW occupation?
- Since this [developing a career pathway] means combining education, training and social services to align skill needs of the industry to enable low-skilled, low-income adults to achieve credentials and higher paying employment...; is this the most a logical path toward establishing DCW as an in-demand HPO...?

**Thank You !!!**



**Questions,**

**Comments,**

**Discussion?**