

**The American Reinvestment and Recovery Act
(The Recovery Act)
Workforce Guidance Memo #2**

To: Pennsylvania's Local Workforce Investment Boards (LWIBs)

From: Fred Dedrick
Deputy Secretary for Workforce Development

Re: Pennsylvania Labor and Industry's Proposed Workforce Goals for Recovery Act Funds

Date: 3/18/09

In order to prepare for the distribution and use of Recovery Act funds as well as to assist local workforce investment boards in developing their own goals for Recovery Act funds, the PA Department of Labor and Industry is proposing the following set of workforce goals for itself. As we prepare our revised state WIA plan for submission to the United State Department of Labor (USDOL) we will carefully review these goals and publish a final set of goals as well as performance measures prior to the submission of the state plan due on June 30, 2009. We welcome your comments and suggestions.

**Pennsylvania Labor and Industry's Proposed Workforce Goals
for the Recovery Act Funds**

Promote Pennsylvania's long-term economic growth by improving the quality of Pennsylvania's workforce and the competitiveness of its employers

- Prepare all Pennsylvanians with the skills and education required for jobs emerging from the stimulus investments as well as help people, especially the unemployed and disadvantaged, to transition into careers that pay family sustaining wages and benefits.
- Prepare young people for the careers of tomorrow by helping them succeed in school; by providing high quality information about careers paying family sustaining wages and benefits; by promoting post-secondary educational experiences, especially in STEM programs; and by providing opportunities for job shadowing, internships, and employment.
- Respond to the needs of employers and workers through Pennsylvania's industry partnerships; investing in employers current and expected skill needs; and providing services that can help avert and/or respond to layoffs.

Transform Pennsylvania's workforce development system so that all Pennsylvanians and all employers have access to a coordinated, transparent, and effective system of workforce services

- Invest in skills assessments, skill improvement, contextualized learning, and credentials that create a rational and accessible career pathway
- Promote strong connections between academic credentialing, industry certifications and occupational learning.
- Support current and new industry partnerships in key sectors

Promote coordination, cooperation and information sharing about Recovery Act funds with all state and local agencies, education and economic development partners and community organizations

- Use the Human Capital Subcommittee to promote information sharing among agencies and the development of joint initiatives and requests for competitive grants
- Support and document innovative projects and best practices while actively sharing this information across all stakeholders in the workforce system

Require Accountability, Accurate Reporting, and Continuous Improvement

- Communicate accurate programmatic and fiscal information to the public as well as to all required state and federal agencies.
- Collect and analyze timely performance data to ensure that all investments are generating expected outcomes.
- Intervene pro-actively to review, assist and/or terminate funding for programs failing to produce required outcomes.
- Ensure that all necessary safeguards are in place to eliminate waste, fraud and/or misuse of funds.