



Northeast Pennsylvania Region Workforce Development Boards

Draft of Regional Plan

04/28/2016

DRAFT

Appendix A: PY 2016 Transitional Regional Plan Template

WIOA requires regional planning— a broad strategic approach to planning focused on the overarching vision, goals, alignment and shared responsibilities within the region. Pennsylvania intends to implement WIOA by employing a two-tiered approach to meeting this requirement by allowing a 1-year WIOA transitional plan followed by a more comprehensive multi-year plan. This approach provides latitude for regions that may not yet be able to fully address all of the outlined elements required in a four-year regional plan.

In addressing the elements outlined below, if the planning region is not prepared to provide a complete response to a specific element at the time of plan submission, a response must be provided that indicates how the region plans to fully address that particular element in the multi-year plan.

Please provide a separate response for each of the elements listed below. **Transitional regional plans are not expected to exceed 20 pages.**

1.1 Provide the following:

- A.** A reference name for the planning region;
- B.** Identification of the local workforce development areas that comprise the planning region;
- C.** Identification of the county(s) each local workforce development area serves;
- D.** Identification of the key planning region committee members charged with drafting the regional plan;
- E.** Indication of the local workforce development area each committee member is associated with; and
- F.** A list of key planning region committee meeting date(s). [WIOA Sec. 106(a) and (c)]

1.1-A Planning Region:

The planning region shall be known as *The Northeast Pennsylvania Consortium of Workforce Boards*, based on the Partnership with the Regional Economic Performance (PREP) regions used by the Department of Community and Economic Development to promote collaboration among economic development partners.

1.1-B Identification of the Local Boards:

The *Northeast Pennsylvania Consortium of Workforce Boards* consists of the local workforce development regions of Lackawanna, Pocono Counties, and Luzerne/Schuylkill.

1.1-C Identification of Counties Serving the Workforce Region:

There are seven counties served by the Northeast Pennsylvania Consortium of Workforce Development Boards:

- Lackawanna County Workforce Development Board – Lackawanna County
- Luzerne-Schuylkill Workforce Investment Board – Luzerne and Schuylkill Counties
- Pocono Counties Workforce Development Area – Carbon, Monroe, Pike, and Wayne Counties

1.1-D Key Planning Region Committee Members:

Representative	Northeast Pennsylvania Consortium of Workforce Development Boards - Partners
Virginia Turano	Lackawanna County Workforce Development Board
Patricia Lenahan	Luzerne-Schuylkill Workforce Investment Board
Joseph Sebelin	Pocono Counties Workforce Development Board

1.1-E Indication of the Local Workforce Development Area and Committee Members:

Regional Planning Committee members and their respective workforce development areas are: Patricia Lenahan, Marla Doddo, Luzerne Schuylkill; Joseph Seblin, Garry Wentz, Pocono Counties; Virginia Turano, Cathy Gerard, Christie Di Pietro, John Loughney, Lackawanna

1.1-F Meeting Dates:

Northeast Pennsylvania Consortium of Workforce Boards committee meetings took place on the following dates: September 22, 2015; October 28, 2015; January 13, 2016; March 22, 2016; April 5, 2016; and April 19, 2016.

1.2 Provide a labor market and economic analysis of the workforce development planning region. This regional analysis must include:

- A.** The economic conditions;
- B.** Labor force employment and unemployment data;
- C.** Information on labor market trends;
- D.** Workforce development activities;
- E.** The educational and skill levels of the workforce, including individuals with barriers; and
- F.** The development and implementation of sector initiatives for existing and emerging in-demand industry sectors or occupations for the region.

Indicate the sources of regional labor market and economic data. [WIOA Sec. 106(c)]

1.2-A The Economic Conditions:

More than 1,000,000 individuals reside in the Northeast Pennsylvania Consortium of Workforce Development Boards' region. The region represents 7.91% of Pennsylvania's population. The region's most populated counties are: Luzerne County (31.46%), Lackawanna County (20.92%), and Monroe County (16.44%) and they represent 68.82% of the region's residents.

Regional Population by County, 2016			
	County	Population	Share of Regional Population
Pocono Counties	Carbon	64,441	6.32%
	Monroe	166,314	16.44%
	Pike	56,191	5.53%
	Wayne	51,401	5.06%
Lackawanna County	Lackawanna	212,729	20.92%
Luzerne-Schuylkill	Luzerne	318,829	31.46%
	Schuylkill	145,797	14.32%
	Total Regional Population	1,015,702	100%

Source: PA Center for Workforce Information & Analysis, County Profiles, April 2016

1.2-B Labor Force Employment and Unemployment Data:

According to the most recent information made available by the Pennsylvania Center for workforce Information and Analysis the Northeast Pennsylvania Consortium of Workforce Development Boards' combined 2014 labor force was 493,078 workers. The regional unemployment rate was 7.0% (Annual Average - 2014). In comparison, the state's annual average unemployment rate for the same time period was 5.9%

Regional Labor Force Employment and Unemployment Statistics (Compared to State Statistics)				
	Labor Force	Employed Individuals	Unemployed Individuals	Unemployment Rate
Region	493,078	458,401	34,657	7.0%
State	6,391,000	6,016,000	376,000	5.9%

Source: Local Area Unemployment Statistics (LAUS) Produced by the Center for Information and Analysis, 12/30/2015

An analysis of data produced by the US Census Bureau reveals that 25.06% percent of the region's workers will likely retire in the next 15 years. More than half (52.65%) of the region's workforce range from 30-54 years of age. Employers will need to turn to younger workers (age 29 and under) to fill the skilled positions vacated by aging workers.

Percentage of Workforce by Age Group		
Age	Region	Pennsylvania
Age 29 and Under	22.29%	22.00%
Age 30 to 54	52.65%	53.50%
Age 55 and Above	25.06%	24.50%

Source: U.S Census Bureau, On The Map (Generation date 4/18/2016)

In the region, the largest percentage of workers (40.21%) reported earnings between \$1,251 and \$3,333 per month. More than one third of the regions workers (36.04%) earn more than \$3,333 dollars per month. Nearly a quarter of the regions workers (23.75%) earn \$1,250 monthly or less. The table below compares the region's workforce monthly earnings to the state's average workforce earnings.

Monthly Earnings

Monthly Earnings of the Region's Workforce					
	Lackawanna County WDB	Luzerne-Schuylkill Counties WIB	Pocono Counties WDA	Region	State
\$1,250 per month or less	23.3%	22.4%	27.2%	23.75%	20.3%
\$1,251 to \$3,333 per month	41.1%	40.1%	39.6%	40.21%	34.1%
More than \$3,333 per month	35.6%	37.5%	33.2%	36.04%	45.7%

Source U.S Census Bureau, On The Map (Generation date 4/18/2016)

1.2-C Information on Labor Market Trends:

The Center for Information and Analysis projects a net job growth of 33,810 (8.2% increase) new positions for the Northeast Pennsylvania Consortium of Workforce Development Boards' region by the year 2022. Industries with the greatest expected job growth (top five) in the region are: Education and Health Services (14,340 new jobs), Professional Business and Services (5,690 new jobs), Trade, Transportation, and Utilities (4,450 new jobs), Leisure and Hospitality (3,820 new jobs), Construction (3,020 new jobs). The top five industries (combined) will account for 92.6% (31,320 new jobs) of the project job growth. Approximately 27,500 of the newly created jobs will require job seekers to possess or acquire advanced skills in order to obtain the new positions.

Industry	Employment (2012)	Projected Employment (2022)	Employment Change (2012-2022)	
			Volume	Percent
Total Jobs	412,340	446,150	33,810	8.2%
Goods Producing Industries	54,750	57,720	2,970	5.4%
Agriculture, Mining & Logging	N/A	N/A	N/A	N/A
Construction	13,000	16,020	3,020	23.2%
Manufacturing	41,750	41,700	-50	-0.1%
Services-Providing	327,570	357,800	30,230	9.2%
Trade, Transportation & Utilities	86,990	91,530	4,540	5.2%
Information	6,400	6,060	-340	-5.3%
Financial Activities	15,480	16,100	620	4.0%
Professional & Business Services	31,690	37,380	5,690	18.0%
Education & Health Services	96,120	110,460	14,340	15.0%
Leisure & Hospitality	42,410	46,230	3,820	9.0%
Other Services, Except Public Admin.	17,230	18,540	1,310	7.6%
Federal, State & Local Government	31,250	31,500	250	0.8%

Source: Long-Term Industry Employment Projections (2012-22) Produced by the Center for Information and Analysis

1.2-D Workforce Development Activities

Regionalization allows for the expansion of territorial boundaries which, in turn, affords the opportunity to provide training to a population of customers that can support not only new business influx but maintenance and growth of the current business climate. It is inherent that a trained workforce is the substantial building block for successful industrialization and regionalized business upgrade, thus, promoting, if not ensuring, regional stability and growth. To that end, the following efforts support enhanced workforce development activities:

- coordinated caps for Individual Training Accounts (ITAs) in high-priority occupational areas with growth/career ladder potential;
- On the Job Training (OJT) opportunities for new hires to back-fill positions vacated as incumbent workers migrate upward through skill upgrades;
- promoting industry and educational collaboration among the 16 institutions of higher learning across the region for the development of new courses of study in emerging occupational areas or in a fluctuating market;
- increasing qualitative and quantitative outcomes in not only the numbers of locally qualified workers available to support industry needs but which, in turn, supports augmented business production and overall economic growth and development of the region as a whole; and
- monitoring of migration trends across the region to enable resource mapping of tendencies and needs which may be more prevalent in one area as opposed to significant regionally.

Recognizing that the vision of a world-class, trained, readily available workforce is the impetus to enticement of new business ventures and growth or retooling of existing industry, addressing the needs of all local workers is primary to stimulate progress here in the Northeast Region of the Commonwealth of Pennsylvania.

1.2-E The Educational and Skill Levels of the Workforce, Including Individuals With Barriers:

Regional Educational Attainment for Population Age 25 and Above					
Education Level	Lackawanna	Luzerne/Schuylkill	Pocono Counties	Region	State
Less Than High School Diploma	5.15%	6.32%	5.93%	5.95%	7.2%
High School Diploma or Equivalent	31.64%	36.47%	36.69%	35.54%	23.4%
Some College or Associate's Degree	29.36%	31.81%	32.32%	31.47%	24.7%
Bachelor's Degree or Higher	33.85%	25.40%	25.06%	27.04%	22.7%

Source: 2010-2014 American Community Survey, 5-Year Estimates and U.S Census Bureau, On The Map (Generation date 4/18/2016)

1.2-F The Development and Implementation of Sector Initiatives for Existing and Emerging In-Demand Industry Sectors or Occupations for the Region.

Traditionally, sector initiatives have been defined by the receipt of sector-specific industry partnership grants which address the needs of the incumbent workforce in businesses and industries across the region. Access to funds in these targeted areas (i.e., health care, manufacturing, logistics and transportation, food, electronics) has allowed for thousands of individuals to receive upgrade training to enable advanced competitiveness within their industry while enabling the opening of entry-level positions for new hires supported by federal workforce dollars. Additionally, local PA CareerLink® centers across the region frequently conduct sector initiative events which highlight both existing as well

as emerging in-demand industry sectors with highlighted industry speakers; on-site job fairs; education, and career fairs; and workshops that provide information on the availability of funding within the occupations clusters and how to apply for specific jobs. Most recently, the region has applied for and received both sector initiative as well as community-based grants that will be administered on a regional basis.

The region also supports Apprenticeship Programs and Apprenticeable Occupations. The Northeast Pennsylvania Consortium of Workforce Development Boards is a recent recipient of a Pennsylvania Department of Labor and Industry, Strategic Innovation grant. The purpose of the Northeast PA Regional Building and Construction Pre- Apprenticeship Initiative is to connect the region's young adults, women, minorities, and dislocated workers to a training program that prepares program participants for access career to pathways opportunities in the Building and Construction Industry.

The region's Local Workforce Development Board(s) and PA Careerlink[®] staff facilitate meetings with manufacturing employers to promote and discuss the benefits of developing and registering apprenticeship programs as a key workforce development strategy. Employers are aligned with existing funding resources and organizations that support and assist the employers' efforts to develop and register an apprenticeship program that provides their workers with the knowledge and competencies needed in the advanced manufacturing environment.

1.3 Based upon the regional labor market and economic condition analysis as described in Appendix A's element 1.2 and *Pennsylvania's Workforce Development Plan (PY 2016 – PY 2019)*, describe the planning region's economic and workforce development oriented vision and strategic goals.

[WIOA Sec. 106(c) and Sec. 107(d)]

1.3 Vision and Strategic Goals:

The Northeast Planning Region's economic and workforce development oriented vision and strategic goals provide for a regional approach to service provision, which is a necessary ingredient for stimulation of economic growth across all occupational sectors within a wider-based area. One of the Northeast Region's strategic goals is to match the workforce with current and future job opportunities a necessary component in order for growth in the regional economy to occur. Growth in a regional economy comes from a combination of economic development, workforce development and community development. If one is missing, then growth in the regional economy becomes more difficult. Workforce development is instrumental in reducing the number of people who are unemployed. The vision of the Northeast Region is to ensure a world-class trained, readily available workforce, which is the impetus for the enticing of new business ventures and the growing or retooling of existing industry, addressing the needs of all local workers is primary to stimulate progress within Northeastern Pennsylvania.

- Enhance linkages between workforce development and economic development delivery organizations with private industry in a collaborative manner that promotes high skill and high wage jobs
- Increase the skill level of the region's workforce through an innovative, integrated workforce infrastructure system that links labor demand and supply
- Develop training programs and services, which are based upon clearly defined opportunities and needs, and supported by research within specific industry sectors

1.4 Describe regional strategies used to facilitate engagement of businesses and other employers, including small employers and in-demand industry sector occupations. Describe methods and services to support the regional workforce system in meeting employer needs. [WIOA Sec. 106(c)]

1.4 Regional Strategies:

The Northeast Region utilizes several strategies to engage business and employers. The region has five industry partnerships that drive employer engagement (Advanced Manufacturing/Diversified Manufacturing, Food Production, Logistics and Transportation, Healthcare and Utilities). Several of these partnerships have been in place since 2006; each cross workforce development lines; and are inclusive of employers thorough out the region. Each PA CareerLink® in the Northeast Region has a business services team (BST) that works directly with employers no matter if they are a small or large employers. BST members work with employers to identify their respective needs and refer them to candidates to fill positions. BST also provides employers one on one consultative service to help them utilize the Commonwealth’s Job Gateway system and direct employers to resources such as on the job training for prospective employees. BSTs also have access to labor market information that can be helpful to employers in determining compensation and benefits that will attract quality candidates. BSTs will communicate and collaborate with other agencies housed in and out of the PA CareerLink® which may have direct liaison activities with employers and regional economic development partners to avoid business fatigue from multiple contacts and ensure coordination of services. Regional BST members convene quarterly to share best practices.

1.5 Eliminated by PA Department of Labor & Industry

1.6 Describe how the planning region will define and establish administrative cost arrangements, including the pooling of funds for administrative costs, as appropriate, for the region. [WIOA Sec. 106(c)]

1.6 Planning Model for the Region:

The region utilizes an industry partnership model whereby the lead applicant is the fiscal agent. In this capacity the lead applicant/fiscal agent receives the administrative dollars and the remaining funding is shared equally among each workforce area. However, prior to the last quarter of the funding period, if an area has not expended their award the balance is divided equally amongst the other areas on a first come first serve basis. Our region has adopted a MOU process. Each workforce area signs the MOU which states the specific breakdown of the funding with details on how and who the remaining award shall be dedicated to.

1.7 Eliminated by PA Department of Labor & Industry

1.8 Outline regional transportation issues related to workforce development and ways the region will address needs identified. Include a description and/or map of the regional commuting patterns. [WIOA Sec. 106(c)]

1.8 Regional Transportation:

As previously described, the Northeast PA Consortium of WDB’s is comprised of three Boards representing the same 7-County PREP region: Lackawanna County (a single-County); Luzerne/Schuylkill (a dual County); and the Pocono Counties region (4 counties: Carbon, Monroe, Pike & Wayne) that, for

many years, have coordinated and collaborated in the provision of projects and services, taking into consideration geographical nuances that impact overall regionalization. Utilizing the Northeast Pennsylvania Regional Skills Gap Analysis that was prepared by NC3T (National Center for Career and Technical Colleges) under the Northeast PA Jobs 1st Initiative, three Boards have substantial information to address current (finalized in November, 2015) needs of the region. That said, the three Boards coordinate spending caps, priority of service policies, sector initiatives (i.e., industry partnerships, community-based grants, sector partnership grants, and other regionally-awarded grants such as the 2014 Jobs 1st initiative) in a concerted effort to minimize confusion and provide systemic stability in the provision of services to both the regional workforce as well as the regional employer base. In recognizing this conformity in area designations, when reviewed from a practical standpoint, a regional approach to service provision is somewhat feasible.

The following comparison provides information on the structure of the three currently designated Workforce Areas:

	Lackawanna	Luzerne	Schuylkill	Carbon	Monroe	Pike	Wayne
Population	212,729	318,829	145,797	64,441	166,314	56,191	51,401
Per Capita Personal Income	41,187	39,760	37,839	38,866	36,297	39,078	34,962
Current unemployment rate	5.9	6.5	5.9	5.8	6.4	6.4	6
# of PA CareerLink/One Stop Sites	1 comprehensive	2 comprehensive	1 comprehensive	1 comprehensive	1 comprehensive	1 Satellite	1 Satellite
Configuration	Primarily urban with rural pockets	Primarily urban with rural pockets	Primarily rural with urban pockets	Primarily rural with urban pockets	Primarily rural with urban pockets	Primarily rural with urban pockets	Primarily rural with urban pockets
Square Miles	465	890	778	381	608	545	726
Commuting patterns	Primarily to Luzerne, Monroe, Susquehanna, Wayne, Wyoming	Primarily to Lackawanna, Schuylkill, Carbon, Columbia, Sullivan, Wyoming	Primarily to Luzerne, Berks, Lebanon, Dauphin, Lehigh, Northampton, Columbia, Northumberland	Primarily to Lehigh, Northampton & into New Jersey	Primarily to Lackawanna, Pike, Carbon, Wayne, Northampton & into New Jersey	Primarily to Monroe, Wayne & into New Jersey	Primarily to Pike, Lackawanna, Monroe

Source: PA Center for Workforce Information & Analysis, County Profiles, April 2016

1.9 Describe strategies and services the planning region will employ to coordinate workforce development programs/services with regional economic development services and providers. [WIOA Sec. 106(c)]

1.9 Coordination of Workforce Programs:

The Commonwealth of Pennsylvania’s northeast regional economic development design is based upon the PREP region – Partnership for Regional Economic Performance areas through the PA Department of Community and Economic Development (DCED) which encompasses a seven-county region: Carbon; Lackawanna; Luzerne; Monroe; Pike; Schuylkill and Wayne. The lead organization for the Commonwealth’s PREP Program is the Local Development District: NEPA Alliance – which includes members who engage the promotion of economic development across the seven counties. NEPA Alliance services include Business Financing, Government Contracting Assistance, International Trade Assistance, Non Profit Assistance, Transportation Planning, Research and Information, and Local Government Services. NEPA PREP partners provide a powerful network of regional experts who can help business owners address nearly every type of challenge facing their companies. In addition to the services provided directly by specific PREP partners, the network can also help businesses access critical state and federal resources, such as loans, grants, technical assistance, or other support. Each year, the NEPA PREP partners provide services to local customers, primarily local businesses but also individual residents who are looking to learn about business start-up and management.

The PREP partners include: Berwick Industrial Development Association; CANDO, Inc.; Carbon Chamber

& Economic Development Corporation; Manufacturing Resource Center; Monroe County Industrial Development Authority; Northeastern PA Industrial Resource center; Pike County Economic Development Authority; Schuylkill Economic Development Corporation; Scranton Lackawanna Industrial Building Company; University of Scranton Small Business Development Center; Wayne Economic Development Corporation; and Wilkes University Small Business development Center.

The NEPA PREP area includes three workforce boards representing the same seven counties: Lackawanna WDB (single county), Luzerne/Schuylkill WIB (a dual county) and Pocono Counties WDB (four counties). The three workforce boards of the NEPA PREP region have a strong on-going working relationship and formed the Northeast Consortium of WDBs which includes a fourth WDB not included in the aforementioned NEPA PREP Region – Northern Tier WDB. All four WDBs meet bi-monthly, have set agendas and minutes to document the coordination of services efforts, aligned Individual Training Account levels (ITA), other unified operational forms of usage and PA CareerLink® best practices for operations. We work well together with workforce projects such as Industry Partnerships and other grants to leverage funding to supplement existing initiatives across a 12 county region for the state approved sectors regardless of location.

Most recently, The Jobs 1st Grant Initiative administered through NEPA Alliance brought all PREP partners together for economic development and workforce collaboration. This grant allowed Luzerne/Schuylkill, Lackawanna and Pocono WDBs to help 67 individuals across the seven county regions with training opportunities in manufacturing and healthcare sectors. The local workforce boards also work well with the economic development partners and have some common business interests; however, our missions differ. Economic development helps communities with business attraction, supports programs for workforce development to ensure well trained personnel, and promotes small business development and new business startups. The public workforce system of which workforce boards are party to is a network of federal, state, and local offices that function to support the expansion and development of local talent in the workforce and assist employers with their workforce needs. Local workforce boards wish to remain cohesive with economic development partners but request to remain their original designated workforce areas.

Many of the PREP partners sit/serve on workforce development boards in the local areas.

1.10 Describe how the planning region will establish an agreement concerning how the planning region will collectively negotiate and reach agreement with the Department on local levels of performance for, and report on, the performance accountability measures described in WIOA Section 116(c), for local areas and the planning region. [WIOA Sec. 106(c)]

Note: The Department, the local board and the CEO reach agreement on local targets and levels based on the negotiation process before the start of each program year. While the CEO remains ultimately responsible for ensuring the local area meets or exceeds such local targets and levels, performance negotiations must be coordinated regionally, requiring each planning region to establish an agreement describing how the region will collectively negotiate performance goals with the Department.

[proposed 20 CFR 677.210(b) and (c)] and [proposed 20 CFR 679.510(a)(2)]

1.10 Levels of Performance for the Region:

A review of the Common Measures Performance Goals and Performance Levels for the past 3 years, indicates that the 3 LWIA's included in the Northeast PA Regional Planning Area have had fairly similar performance goals, as well as a similar low level of variation between the LWIA's in their actual performance outcome levels. This was especially true in comparing the performance goals and outcomes of those measures most comparable to the new performance goals under WIOA. Namely, the Adult and Dislocated Worker Employment, Retention, and Average Quarterly Earnings Rates. Over the last 3 years, the variation in both the goals and performance outcomes for these measures ranged from +/-4% to +/- 18%. The higher deviation rate was for the Average Quarterly Earnings goals and outcomes, which is to be expected since the Lackawanna and Luzerne/Schuylkill LWIAs include more concentrated and urban labor markets compared to the rural nature of the Pocono Counties LWIA where the average wages tend to be lower. The variation in both the negotiated performance goals and outcomes for the Youth Program was significantly higher, ranging between +/- 23% to +/- 28%. We attribute this greater variation to both the differences within the regional labor markets in Northeastern Pennsylvania, and the Youth Program design differences between the LWIA's that make up our region. Since the new WIOA Youth Program goals and program design emphasizes services to Out-of-School Youth, we expect that these goals and outcomes will be more comparable to those of Adults and Dislocated Workers, and as such there should be less variation between the 3 LWIAs in our expected outcomes for our Youth WIOA customers.

With this in mind, the LWIA's that make up the Northeast PA Regional Planning Area will agree to negotiate our local performance goals in a manner which will result in a deviation of no more than +/- 15% from each other's negotiated performance goals. The submission of this Regional Plan will serve as a memorandum of understanding to coordinate the performance level negotiations to achieve this goal.

1.11 Eliminated by PA Department of Labor & Industry

1.12 Eliminated by PA Department of Labor & Industry

1.13 Describe how the planning region will connect any regionally targeted populations to occupational demands, especially individuals with barriers to employment. [proposed 20 CFR 679.540(b)]
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1.13 Targeted Populations:

The three local boards within the Northeast Pennsylvania Consortium of Workforce Boards seek to serve individuals with barriers to employment that include: veterans, low-income individuals, recipients of public assistance, individuals who are basic skills deficient, and out-of-school youth. Services through our PA CareerLink® centers align programming that meets Commonwealth and Federal requirements detailed in our Priority of Services policies; to serve a population of 51% or more individuals with barriers to employment.

Title I staff within the PA CareerLink® system work closely with Local Veterans Employment Representatives (LVER) in each local area. Priority of service is given to veterans at PA CareerLink® offices (a veteran or qualified spouse receives priority access to services and training opportunities). Individuals on public assistance and low income individuals are identified at reception in our local PA CareerLink® offices and informed of their right to receive priority of service. Strong partnerships are established among Title I WIOA and EARN providers in the region in order to integrate services and

offerings. PA CareerLink® staff identify individuals who are basic skills deficient through an intake process, then refer appropriately to literacy programs, including GED review classes, ESL, and remediation courses. Co-enrollment with Title II Adult Basic Education and Title I services is encouraged for individuals with basic skill deficiencies.

The Northeast Pennsylvania Consortium shall continue to discuss additional opportunities for expanding these services on a regional basis and to leverage the best practices learned through the collective impact model in their local areas.