

PARTNER WORK

The Workforce
Development
Board for the
Pittsburgh Area



IMPACT REPORT

2022 2023

A Message from the CEO...

Dear Friends,

As I reflect on the past year, I can report on many successes that shaped our status as a premier workforce development organization. We rolled out achievable, measurable, and meaningful goals to the workforce system, while looking to the future.

I am proud to say that one of our biggest accomplishments was the launch of our first strategic plan in more than 10 years, with the facilitation of Third Plateau. Our sincere thanks to those who participated in interviews, SWOT analysis, stakeholder retreats, and design phases. I heard from all of you and from the board that a strategic plan was needed to shape our vision and direction for the next few years.

We also worked over the last year to develop a strong partnership with Pittsburgh Mayor Ed Gainey and his cabinet. As a result of these efforts, Partner4Work has been a key partner in Mayor Gainey's Pathways to Prosperity program with Pittsburgh Public Schools (PPS) and the Civic Leadership Academy where PPS students right now are learning about their local government, while earning college credits and earning a stipend.

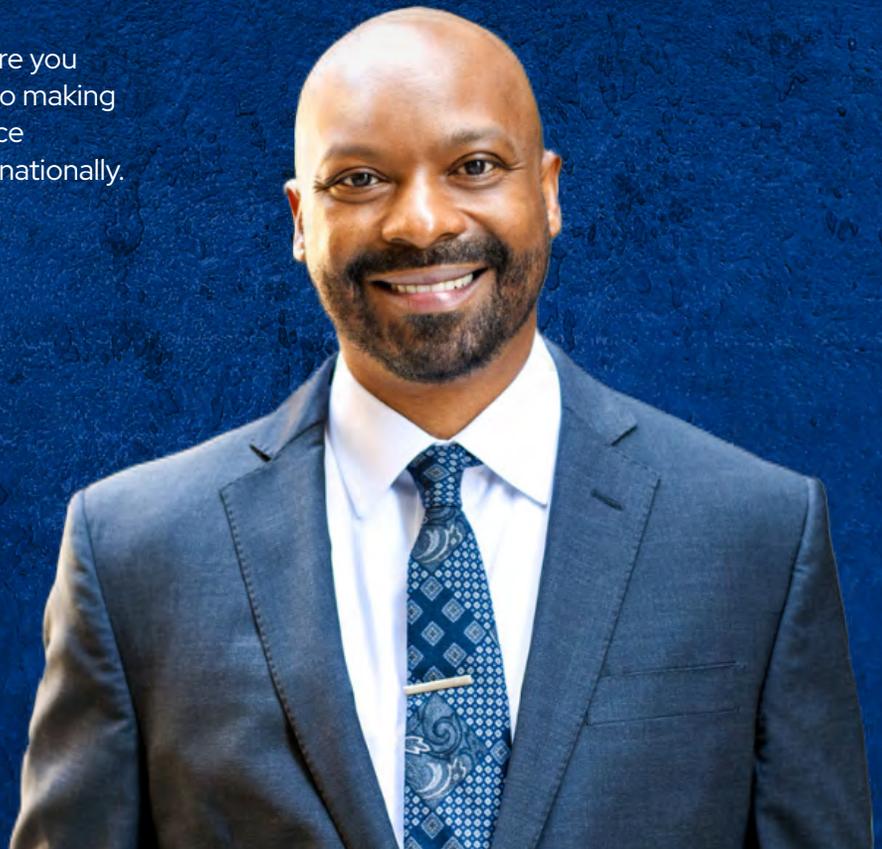
On the statewide front, Darrin Kelly, president of the Allegheny-Fayette Central Labor Council, and I served on Pennsylvania Governor Josh Shapiro's transition team on workforce development. I'll note that Partner4Work is represented on several other transition teams for the governor. Board members and our partners in labor and philanthropy serve on business development, transportation and infrastructure, and other teams.

Last, but not least, for the first time, Partner4Work received nearly \$1 million in funding from the Department of Justice to expand our efforts in the re-entry space. And we announced the release of \$8.6 million in funding for Title I adult, dislocated worker, WIOA and TANF youth services and for the one-stop operator.

As we proceed through 2023, I want to assure you that, along with our board, I am committed to making Partner4Work a shining example of workforce development efforts, locally, regionally, and nationally.



Robert Cherry, CEO





Partner4Work’s Distinction as a Workforce Development Board

Workforce development is more than helping an individual find a job—it is connecting people with a sustainable career path and creating opportunities to thrive. It is breaking down barriers and ensuring job quality, regardless of background, or experience. It is supporting employers so they have the time, talent, and resources to prosper and grow. It is early exposure to great careers, so children can dream big about their future. As Partner4Work thinks holistically about job quality, we have considered factors beyond wages, including recruitment, training and advancement, scheduling, and physical and mental health.

By acting as a facilitator and catalyst, Partner4Work is raising awareness and measuring progress against clear goals. These goals translate to key programs that can help increase opportunity for those with barriers to employment; help young people learn about career paths; and help regional businesses grow for generations to come.

In 2021-2022, Partner4Work and its partners in the PA CareerLink® (PACL) system served more than 43,000 job seekers in Allegheny County. These job seekers received an array of services, ranging from access to CWDS, the Commonwealth’s job board, to intensive coaching and occupational skills training. More than 1,400 of the job seekers who received intensive services started employment. Further, more than 2,400 young adults learned to work by working while participating in a work experience activity.

43,229 INDIVIDUALS RECEIVED SERVICES

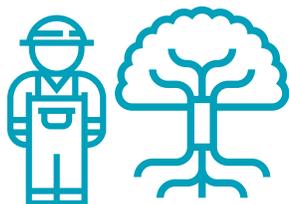
1,400 STARTED EMPLOYMENT

2,400 YOUNG ADULTS LEARNED WORK SKILLS

| JAN 1, 2022 THRU DEC 31, 2022 | TOTAL | ADULT/DW | YOUTH |
|--------------------------------------|-------|----------|-------|
| Business Partners/Businesses Served* | — | 925 | — |
| Participants Served** | 4,855 | 2,014 | 2,841 |
| Participant Job Placements | 1,428 | 922 | 506 |
| Partnering Training Providers | 75 | 2,432 | 2,432 |

*De-Duplicated Across Programs

**Not De-Duplicated Across Programs



SPOTLIGHT ON SUCCESS

Mr. Hernandez joined Landforce in March 2022 to grow his skills and establish his career interests. Through Landforce’s transitional job program, which combines workforce development training with land stewardship employment, Mr. Hernandez cultivated his hard and soft skills and set his sights on the future, including his goal of obtaining a Commercial Driver’s License. His hard work paid off when he landed a job at a nationally-established tree care company. He credits Landforce and his new employer with giving him the support and investiture he needed to move forward in his life and career.

Our Successes

PA CareerLink® sites in Allegheny County/Pittsburgh have developed a robust menu of services and tools for clients, including multiple online learning management system tools for short term upskilling (SkillsBuild and SkillUp), virtual and socially distanced in-person services with career counselors and business services representatives, and remote & in-person workshops.

Career services are embedded into upskilling opportunities, whether provided in-person or remotely. Through the pandemic, our programs have built the capacity to operate almost completely remotely if needed. It is a capacity Partner4Work is keen to expand to reach people and places we could not easily reach before.

The PA CareerLink® Operator has helped to spearhead and coordinate these efforts with the PA CareerLink® Partners. Together with the Operator, Partner4Work is building a more equitable and partner inclusive PA CareerLink® system. This has included increased business services collaboration; services to youth in the PA CareerLink® sites; and cross-partner working groups to address equitable workforce development practices, coordinated communications, space planning, and partner needs.



Partner4Work in Action

Through the Career Services Expansion Project, PA CareerLink® has established partnerships with more than 50 local organizations to bring employment services into communities across Allegheny County. PA CareerLink® staff are offering career services at partner locations, serving job seekers within their own neighborhoods. So far more than 180 individuals have been served through this initiative, enabling PA CareerLink® to expand their reach in more than 40 local communities.

180

People Served
Through Pa
Career Link

40

Local
Communities
Reached



Breyon was referred for services in May 2022. During the time of his enrollment he did not have the required documents he needed to enroll in services. His Career Advisor at the time gave recommendations for obtaining an updated license, he was able to get an appointment that same day. After completing his enrollment, Breyon was originally interested in warehouse work due to the jobs he was applying for at the time and wanted to make at least \$19.00 an hour. After research and utilizing his past experiences he was able to secure a Service Representative position at Ford Trucking Company earning \$34.00. He has maintained his employment and reports that all is well.



Career Services Expansion (CSE) Project

Through the Career Services Expansion (CSE) Project, Partner4Work is collaborating with Allegheny County Department of Human Services (ACDHS), PA CareerLink®, and neighborhood-based organizations to expand access to PA CareerLink® services in Allegheny County. Partner4Work has engaged partner neighborhood-based organizations in areas of high poverty and unemployment to host PA CareerLink® staff to provide career services outside of comprehensive PA CareerLink® centers. This project has enabled additional job seekers to access training funding and support services near where they live. In addition, the CSE Project has made PA CareerLink® computer stations available at neighborhood-based host sites to expand access to technology for employment services activities. As the labor market shifts, providing workforce development services virtually and in community is a key strategy to ensure job seekers find benefit in the public workforce system.



SPOTLIGHT ON SUCCESS

Terence obtained employment with Dynamic Workforce Solutions (DWFS) as Street Team member on September 7, 2021, and retained his employment with DWFS until August 15, 2022, when he embarked on his new career journey with the National Center for Urban Solutions. Terence said, "I really like my new employment opportunity because it challenges me to become a better version of myself everyday." In his current role he works with employers and job seekers that are court appointed by child support to assist them with obtaining employment opportunities and eliminate any barriers the clients have. Terence went from making \$20.00 per hour to now making \$24.47 per hour.

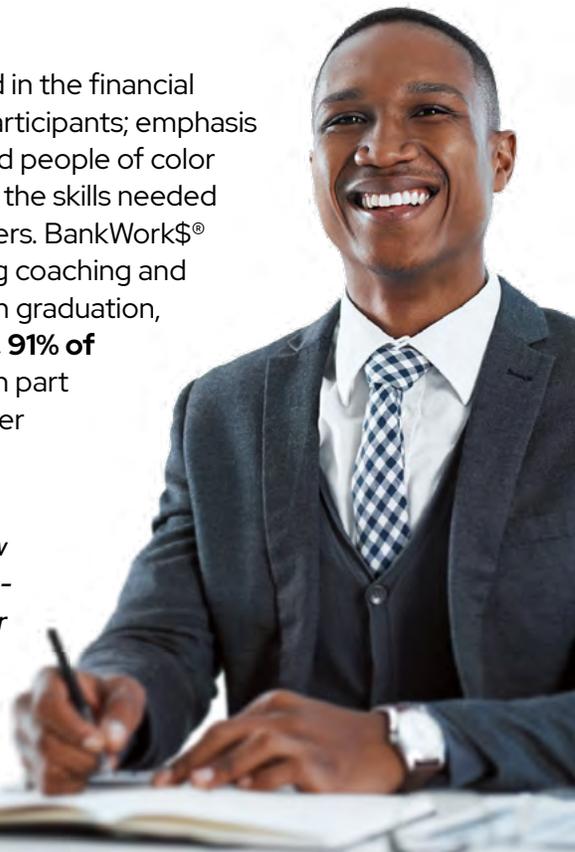
Banking and Hospitality

BankWork\$® trains individuals with the potential and interest to succeed in the financial services industry for lasting careers. BankWork\$® classes are free for participants; emphasis is placed on recruiting young adults, and underemployed individuals, and people of color for the program. The classes run for eight weeks and provide training in the skills needed for jobs as tellers, customer service representatives, and personal bankers. BankWork\$® also offers job interview practice, job placement assistance and ongoing coaching and mentoring to help with career advancement. Immediately after program graduation, graduates participate in a job fair with partner bank institutions. **In 2021, 91% of graduates were placed into employment.** BankWork\$ is supported in part by WIOA funding, PA SMART Industry Partnership funding, and employer financial contributions.



SPOTLIGHT ON SUCCESS

Tyler enrolled in BankWork\$ to begin a promising new career in the financial services industry. Through hands-on instruction and coaching, BankWork\$ provided Tyler with the tools required for on-the-job success, and the soft skills needed to excel as a professional. Shortly after Tyler graduated from BankWork\$, he was hired as an assistant branch manager at Dollar Bank.



Employment, Advancement and Retention Network (EARN)

The goal of EARN and Work Ready programs is to provide employment and training services to individuals transitioning from public benefits to workforce. This goal is supported through the provision of individualized case management, barrier remediation and stabilization, education, skills training, work activities, job placement and retention, as well as supportive services and connection to community resources.

EARN and Work Ready programming works with a network of local community partners to offer quality training and job placement opportunities, as well as supportive services (including child care, work attire, transportation support, etc.) to enable individuals to participate and complete employment and training programs.

Allegheny County EARN and Work Ready programs receive referrals from populations of Temporary Assistance for Needy Families (TANF), Supplemental Nutrition Assistance Program (SNAP) and ETANF (Extended TANF participants who have received 60 months or more of TANF benefits). The population served represents a diverse range of individuals with varying degrees of experience, skills, educational attainment and barriers to employment. Most EARN and Work Ready clients are women with small children (under the age of 10).



SPOTLIGHT ON SUCCESS

Zoie chose to participate in the EARN program during the COVID Pandemic. During her enrollment, she experienced housing barriers which required her to move but she was able to get the resources and guidance necessary from Goodwill's EARN case management staff. She also found the in-house counseling program beneficial, participating in individual and group sessions throughout her enrollment. A paid, six-week work experience in Goodwill's Retail Operation Center gave Zoie the basics of every position available within the Center. During the employment staff's weekly check-ins, she was commended on her work ethic, willingness to learn, and team-oriented attitude. She was officially hired as an Outlet Associate in 2021.



2,432

TOTAL YOUTH / YOUNG ADULT WORK EXPERIENCE OPPORTUNITIES WERE CREATED IN 2022

(Includes Learn & Earn and TANF/WIOA Youth Work Experience)

Learn & Earn

Learn & Earn 2022 has taken the best of the innovations of past years and provided unique and diverse work experiences for young people in the region.

Partner4Work in Action

Through the continued leadership of Allegheny County, the City of Pittsburgh, Partner4Work and the efforts of 10 application support centers, 21 providers and over 200 worksites, **the Learn & Earn Summer Youth Employment Program employed 1,306 young people in a combination of in-person and virtual work.** Learn & Earn is more than just a job: it offers youth the opportunity to learn workplace skills in a safe and caring environment with providers who are committed to meeting their needs and advancing their development. It also provides an opportunity for employers to benefit from the additional capacity provided by youth and contribute to the professional development of young job seekers. This is critical as Pittsburgh's demographics mean that a strong youth pipeline is necessary for all employers and industries.

1,306

YOUNG PEOPLE EMPLOYED

Learn & Earn Summer Youth Employment Program

At the end of the year, in a Youth Feedback Survey, participants were asked what they did with their summer earnings. Out of the respondents, **76% said that they saved their weekly pay in some capacity and 21% specifically reported that their paychecks were being used to save for higher and continued education costs. Additionally, 49% of youth had access to direct deposit during the 2022 program year.**

76%

Of participants saved their weekly pay in some capacity

21%

Of participants saved for higher/continued education

49%

Of participants had access to direct deposit

Given the hourly wage increase to \$9 per hour, Learn & Earn contributed to youth income and savings. During the 2022 Learn & Earn program year, Corporate Interns and General Program **participants earned a total of \$1,631,206 (\$1,249 average) in wages and worked 178,873 hours (137 average).**

This total includes both work readiness/career exploration and work experience hours.

\$1,631,206

IN TOTAL EARNINGS

178,873

HOURS WORKED



Workforce Innovation and Opportunity Act (WIOA) and TANF

Young adults are both the future leaders and the future employees of the Pittsburgh Region. Partner4Work and our partners are committed to ensuring that every young adult has the opportunity and resources they need to thrive. We fund programs throughout Allegheny County to ensure that our young people are on the path to a bright career in the region's in-demand fields.

From career exploration and credentialing, work experience and remediation, these programs are geared to meet young adults where they are. Programs help young adults complete high school or receive a GED, prepare for post-secondary education, receive industry-recognized credentials, and explore the possibilities that await. The opportunities we help provide let the region's young adults dream big about their futures.

Partner4Work in Action

In 2021, **322 WIOA Out-of-School Youth (OSY) earned a high school diploma or GED** through one of Partner4Work's funded providers.

The clear focus on foundational skills, credentialing, paid work experience, and holistic services set youth up for success after programming.

322
High School Diplomas
or GEDs Earned

In-School & Out-of-School Youth Programming

To meet the needs of young adults in our region and ensure that our employer partners have a strong pipeline of skilled workers, we have deepened a model of partnership between the workforce and human services system in partnership with ACDHS. Together, we have built and implemented a model for the provision of youth workforce development services that incorporates co-case management between staff delivering mental health services and workforce development professionals. One example, Auberle, an OSY funded provider, has been able to blend funding and create a comprehensive program model that offers wrap-around mental health and human services to young job seekers. When young adults have been stabilized through the human services model, Auberle helps connect them with paid work experience with local hospital systems and other employers. Youth placed in local healthcare providers will have work experience in patient facing roles, customer service, and other opportunities and build to a permanent, full-time position.





Partner4Work in Action

Neighborhood Learning Alliance (NLA)



Participants attended an orientation event at West Penn Nursing School where they learned about their 22-month program. They had discussions about choosing the best nursing school for their unique needs and were encouraged to return for one of their upcoming information sessions. Students explored the STAR Lab, a simulation lab which is a realistic hospital setting with mannequins that are like live patients.

...



"Students had the opportunity to visit Community Forge, a small business service hub and community center in Wilkinsburg that makes multi-generational investments for a more equitable economy. The students engaged in the video graphics studio where they learned how to use graphic design tools." -Debra Smallwood

STRIVE Reaching the hardest to reach populations

Partner4Work is proud of the successes of the STRIVE program for justice-involved young adults. From 2018 to 2022, Partner4Work partnered with the Auberle Employment Institute to implement the STRIVE program, providing career services to nearly 200 young adults who had been impacted by justice system involvement. 60% of the job seekers enrolled in STRIVE also participated in paid occupational training and 73% of those job seekers earned employer-recognized credentials. Overall, Auberle helped 85% of the job seekers enrolled in the STRIVE program find employment.

200

Young Adults
Received Career
Services

60%

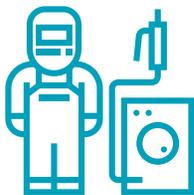
Of STRIVE Enrollees
also Participated in
Occupational Training

73%

Of Job Seekers earned
employer-recognized
credentials

85%

Of enrolled Job
Seekers found
employment



**SPOTLIGHT
ON SUCCESS**

Marquis, technician for MPW, is a job seeker who sought employment services at the Auberle Employment Institute through the Career Pipeline Program for Justice-Involved Young Adults and, along with his brother Marcus, has had great success in occupational training and workforce development programming. With a goal of working as a safety manager, Marquis earned his certificate for customer service, then went on to earn Hazwoper certification. Marcus earned Hazwoper certification and employment with TMS International as a metals cutter and concrete cleaner.

Our Continued Success

Industry Solutions

Over the past year, Partner4Work has advanced diversity, equity, inclusion, accessibility, and job quality through Industry Solutions. These partnerships bring employers and regional partners together to address challenges in sourcing, recruiting, and training talent by building more equitable training and employment pipelines. Similarly, this initiative addresses recruitment and retention challenges by assisting employers in strengthening their workplace and creating good jobs where employees have economic stability, economic mobility, and equity, respect, and voice.



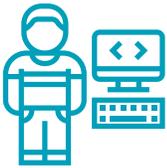
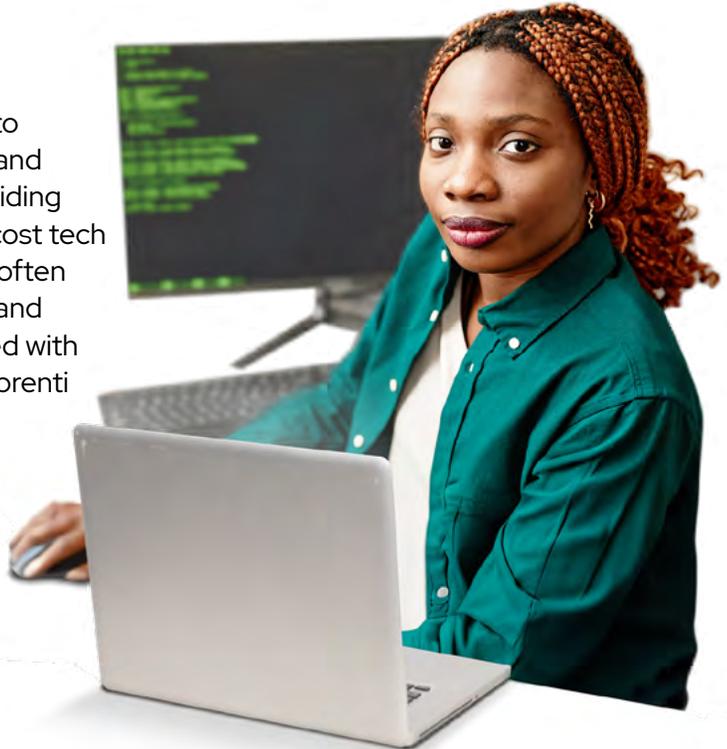
Healthcare

Healthcare Industry Partnership (HIP) there has been a substantial expansion of work-based training opportunities, and the registration of the first Certified Nursing Assistant (CNA) apprenticeship in the Pittsburgh region. Allegheny Health Network (AHN) has partnered with P4W to expand enrollments in WIOA services through PA CareerLink® for their Patient Care Tech (PCT) Academy participants. This has provided much needed supportive services into PCT roles across AHN campuses. Additionally, AHN and UPMC have partnered with PA CareerLink®, through HIP's PAsmart grant, to offer paid job shadowing and on-the-job training opportunities for new hires and incumbent workers interested in becoming Medical Assistants in their outpatient clinics across the county. Finally, UPMC has successfully registered a CNA apprenticeship that will launch in the summer of 2023 and marks the beginning of a broader coalition with regional healthcare providers to build career pathways in healthcare through apprenticeships.



Tech

A new tech training provider, Per Scholas, came to market and Partner4Work was there to help expand its reach. They are nationally recognized for providing equitable access to education through free-of-cost tech boot camps for learners, focusing on individuals often excluded from tech careers, particularly women and people of color. The Technology IP also partnered with the Pittsburgh Technology Council to launch Apprenti Pittsburgh in the summer of 2021. Focusing on women and people of color, this is the first registered apprenticeship for software analysts in Pittsburgh. **Since its launch it has placed more than 30 apprentices and added a Cybersecurity apprenticeship track with plans to add more occupations.**



SPOTLIGHT ON SUCCESS

Rigel felt trapped. The 33-year old had worked as a janitor, a lab assistant, a shipping and receiving manager and an assistant store manager—but no matter what job she landed or how hard she worked, she couldn't get ahead. The best way to advance her career was education or training, but she couldn't afford to take time off work to take the necessary courses. Richardson ultimately found a way forward through ApprentiPGH, a registered tech apprenticeship program run by Fortyx80, the nonprofit arm of the Pittsburgh Technology Council. While the program is open to anyone interested in a tech job, Fortyx80 recruits specifically from underrepresented populations in tech. Rigel, a Latina, got an apprenticeship with CGI, a Pittsburgh-based software company. The company covered a stipend as she attended a 14-week coding boot camp. After completion of the boot camp, she began her paid on-the-job training, which will last approximately one year. Then she will move to full salary with plenty of advancement opportunities. "I am finally able to tackle my debts and finally able to get a stable foothold for my family and my household," she said.

"The program is amazing, absolutely life changing," Rigel said. Prior to enrolling in ApprentiPGH, she was making \$11/hr. At the start of the apprenticeship, during the related technical instruction (tech boot camp) she was making \$15/hr. After completing the RTI she started the 12-month on-the-job training portion of Apprenti, making \$19/hr for the first 6 months and \$22/hr for the last 6 months of her OJT. At completion of the apprenticeship, she started making \$33.6/hr.

Hospitality

Through two National Fund for Workforce Solutions grants, Partner4Work has been able to strengthen workplaces for frontline workers. Employers involved in the Financial Service Industry Partnership developed or expanded their Employee Resource Groups to support workers who are underrepresented in the industry and are in the process of building a set of regional career pathways that will make hiring and advancement opportunities more equitable.



Partner4Work in Action

During the pandemic, Burgatory and Shorty's restaurants were in a staffing crisis which had forced them to close their restaurants one day a week. However, with guidance and support received from Partner4Work they have been able to open all their restaurants seven days a week, and are looking at opening an extra hour a day. With input from Partner4Work on job quality, Burgatory added a flexible spending account, manager coaching and feedback loop, and HR training. With these additions **the turnover rate dropped from 42% to 19% on the Shorty's side. On the Burgatory side, the turnover rate has dropped from 20% to 12%.**

IMPROVED TURNOVER RATES:



42%

19%



20%

12%



The clean energy industry is a growing source of jobs across the country and in Southwestern PA, offering competitive wages, healthcare and retirement benefits, and career advancement opportunities. However, women, Black Indigenous People of Color (BIPOC), and other marginalized communities are vastly underrepresented in the industry. Partner4Work is using a PA Department of Labor and Industry grant to address labor demands as the sector grows while increasing access, job quality, and equity. Work will continue with the goal of engaging at least 30 local employers by June of 2025.



Voices of Success

Felix, originally from the Congo, is a talented self-taught pianist who began playing at just 5 years old. To fuel his passion, he built his own piano using the limited resources he had available to him. He spent years playing at local venues until someone bought him his first keyboard when he was 17. With the assistance of the United Nations and a local Pittsburgh family, Felix came to the U.S. to avoid war and to seek better economic opportunities. He is currently engaged in programming at PHASE 4 Learning Center.

Darius enrolled into Goodwill's WIOA OSY program after he participated in the Summer 2022 Learn & Earn program. Darius wanted to continue gaining work experience, so one of his goals for the program was to enter Goodwill's Retail Training Program, a 12-week on-the-job training program within a Goodwill Retail Store. Darius has an interest in technology, so he was placed with Goodwill's E-Commerce Department for his work experience. During this experience, Darius had the opportunity to work on rehabilitating and salvaging computers and gaming systems. These computers/gaming systems, along with many other items, are then sold on ShopGoodwill.com. Darius proved to be very efficient at this project and eventually rehabbed and salvaged quicker than what the other associates could post online. Learning each position in a store is an integral part of Goodwill's Retail Training Program, so Darius was also exposed to the posting and packaging processes of the E-Commerce Department. Darius successfully completed the program and was hired as a Goodwill employee on January 15, 2023." -Cassie Confer

Anthony was a student at Bethel Park High School. Though academically he was doing very well, Anthony desired to attend a workforce program that offered him the ability to not only complete his high school diploma but would aid him in pursuing a career pathway. He found his new home in PHASE 4 Learning Center. Anthony enrolled with a goal of enlistment with the United States Air Force, and PHASE 4 staff was prepared to help him reach that goal. Anthony completed all his academic requirements for diploma completion and work readiness training. In addition, Anthony completed a career pathways course which, among other aspects, covers all areas of military's Armed Services Vocational Aptitude Battery (ASVAB) test in preparation for official ASVAB examination. Following, through the assistance of the Tom Reed Armed Forces Career Center and his recruiter, Sergeant Erb, Anthony successfully completed ASVAB examination and is enlisting active duty with the United States Air Force." -Johnetta Higgins

Don was a student and gifted basketball athlete from Clairton High School. As Don was ready to transition toward his future goals, he came to PHASE 4 Learning Center with a drive for full time employment in the workforce and pursuit of further education, utilizing the same passion he had for sports to push him ahead of his peers. Don's counselor and family recommended PHASE 4 as the best program to aid him towards the next phase of his life. Don's goal was to enroll into vocational training to pursue certification in a field that would offer him a sustainable wage, ultimately settling on a career in transportation and logistics. Currently, Don is employed by Clairton Mill Works United States Steel Corporation and is a student of All State Career School's Commercial Truck Driving Training Program." -Johnetta Higgins

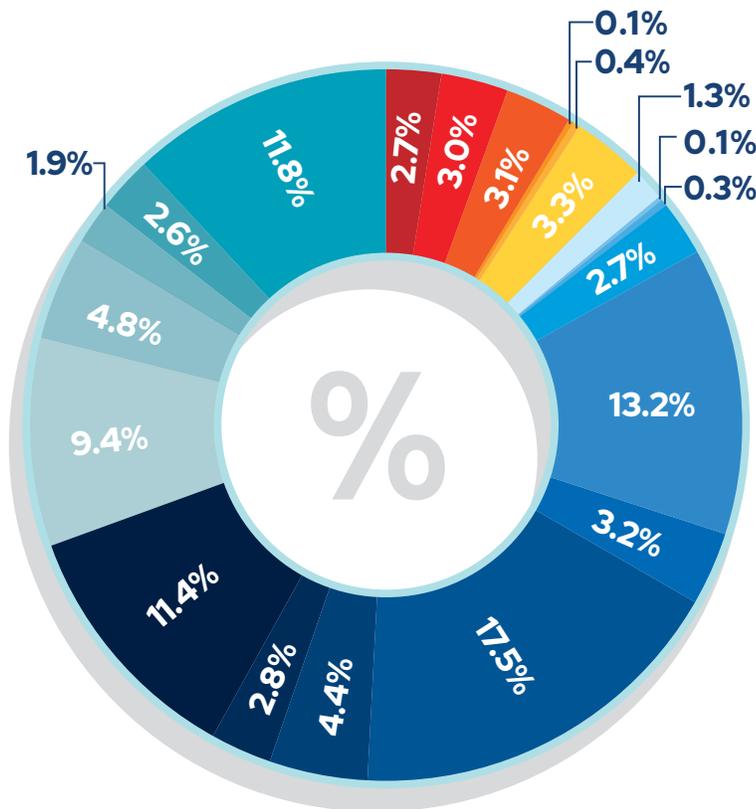


Start on Success

Pittsburgh Public Schools' Start on Success (SOS) program prepares students with exceptionalities for successful employment or post-secondary education or training by providing transitional curriculum that is focused on employment and further education. Two SOS students recently spoke at the National Disability Rights Conference. They shared their stories, successes and barriers due to disabilities. They received high praise and feedback on their presentations and speaking abilities.



Participant Job Placement by Occupation



| <% | OCCUPATION: | PLACEMENTS: |
|-------|---|-------------|
| 0.1% | Management | 38 |
| 0.4% | Business/Financial | 42 |
| 1.3% | Computer/Mathematical | 44 |
| 0.1% | Architecture/Engineering | 2 |
| 0.3% | Sciences; Life/Physical/Social | 6 |
| 2.7% | Community/ Social Service | 47 |
| 2.7% | Educational/Library | 19 |
| 1.3% | Legal | 1 |
| 3.2% | Arts/Design/Entertainment/ Sports/Media | 4 |
| 3.2% | Healthcare | 38 |
| 13.2% | Healthcare Support | 186 |
| 11.4% | Protective Service | 45 |
| 17.5% | Food Preparation/Serving | 248 |
| 4.4% | Building/Grounds Maintenance | 62 |
| 2.8% | Personal Care/Service | 39 |
| 11.4% | Sales | 161 |
| 9.4% | Office/Administrative Support | 133 |
| 4.8% | Construction/Extraction | 68 |
| 2.6% | Installation/Maintenance/Repair | 27 |
| 1.9% | Production | 37 |
| 11.8% | Transportation/Logistics | 167 |

1414 TOTAL PARTICIPANTS PLACED!

Kevin Acklin

President of Business Operations
PITTSBURGH PENGUINS

Will Allen

Managing Director
MAGRAC VENTURES

Rich Barcaskey

Executive Director
CONSTRUCTORS ASSOCIATION
OF WESTERN PA

Dr. Quintin Bullock

President
COMMUNITY COLLEGE OF
ALLEGHENY COUNTY

Debra Caplan

Executive-in-Residence
THE FORBES FUNDS

Rich Casoli

President
BEEMAC TRUCKING

David A. Coplan

Executive Director
HUMAN SERVICES CENTER
MON VALLEY

Erin Dalton

Director
ALLEGHENY COUNTY
DEPARTMENT OF HUMAN
SERVICES

Clarence Dozier

*Vice President, Safety,
Sustainability and Fleet
Maintenance*
FEDEX

Laura Ellsworth

Partner4Work Vice Chair
*Partner-in-Charge of Global
Community Service Initiatives*
JONES DAY

Ike Gittlen

Representative
UNITED STEELWORKERS

Gabriella Gonzalez

Program Officer
RICHARD KING MELLON
FOUNDATION

Carey Harris

Executive Director
LITERACY PITTSBURGH

Tim Holt

Vice President, Human Resources
UPMC INSURANCE DIVISION

Terry Huey

Acting Director
OFFICE OF VOCATIONAL
REHABILITATION

Darrin Kelly

Partner4Work Secretary
President
ALLEGHENY/FAYETTE CENTRAL
LABOR COUNCIL, AFL-CIO

David J. Malone

Partner4Work Chair
Chairman and CEO
GATEWAY FINANCIAL

Steve Massaro

Partner4Work Treasurer
President
MASSARO CM SERVICES

Katherine McEville

US Head of Human Resources
COVESTRO

Caitlin McLaughlin

Chief People Officer
LAFAYETTE SQUARE

Tom Melcher

Business Manager
PITTSBURGH REGIONAL
BUILDING
TRADES COUNCIL

Brandon Mendoza

Executive Director
NAIOP PITTSBURGH

Jeff Nobers

Executive Director
THE BUILDERS GUILD
OF WESTERN PA

Scott Pipitone

President
PIPITONE GROUP

Mark Rendulic

Market President
CITIZENS BANK

Duke Rupert

Chief Operating Officer
ALLEGHENY GENERAL HOSPITAL

Frank Staszko

Assistant Regional Director
PENNSYLVANIA DEPARTMENT OF
LABOR AND INDUSTRY, BUREAU
OF WORKFORCE PARTNERSHIPS
AND OPERATIONS

Joshua Stewart

*Senior Vice President, Head of
Talent Acquisition and Outreach*
PNC

John Thomas

Chief Financial Officer
ECHO REALTY

Linda Topoleski

*Vice President, Workforce Operations
and Programs*
ALLEGHENY CONFERENCE ON
COMMUNITY DEVELOPMENT

Dr. Nancy Washington

Director
ALLEGHENY HOUSING
REHABILITATION CORPORATION

Jake Wheatley

Chief of Staff
OFFICE OF MAYOR ED GAINNEY

Sam Williamson

Chair
URBAN REDEVELOPMENT
AUTHORITY



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