

PARTNER WORK

The Workforce
Development
Board for the
Pittsburgh Area



2025 IMPACT REPORT



A Message from the CEO...

This past year, Partner4Work faced the challenges and opportunities of our region head-on. Guided by our strategic plan and strengthened by collaboration, we've expanded programs that open doors for job seekers, built stronger pipelines for employers, and laid the groundwork for long-term growth. Even in times of uncertainty, our focus has stayed clear: keep people and businesses at the center of everything we do.

We focused on scaling what works while continuing to innovate with purpose. By working closely with employers, educators, and community partners, we've created new pathways into tech, clean energy, and the skilled trades, all fields that drive our region forward. Through training, apprenticeships, and hands-on work experiences, more people are gaining access to meaningful careers, and more businesses are finding the talent they need to thrive. When companies can build strong teams, they can grow, boost productivity, and strengthen our local economy.

None of this happens without people. The dedication of our board, the commitment of our staff, and the partnership of organizations like yours make this work possible. Your belief in what we can accomplish together fuels our momentum.

The workforce development landscape will continue to evolve, and so will we. With determination and focus, together, we're building Tomorrow's Workforce, Today.

In partnership,


Robert Cherry, CEO





Connecting the Dots: Building a Stronger Workforce Ecosystem

At Partner4Work, we serve as a strategic connector across the workforce development ecosystem. By bringing together employers, policymakers, training providers, community organizations, educators, and job seekers, we help build a system that is greater than the sum of its parts.

Collaboration is essential to creating a workforce system that is responsive, adaptive, and equitable. Our role is to align resources, foster innovation, and strengthen partnerships so that both businesses and job seekers are supported—not only for the challenges of today, but for the opportunities of tomorrow.



"We are preparing them for anything they are going to run into out there in the field, we are preparing them to take the reins when we retire, and I would love more [apprentices], because people are retiring at a fast rate."

~John Cohill

JOURNEYMAN & SERVICE
TECHNICIAN, UPMC



Learn how we
prepare talent for
in demand jobs

Building Tomorrow's Workforce, Today

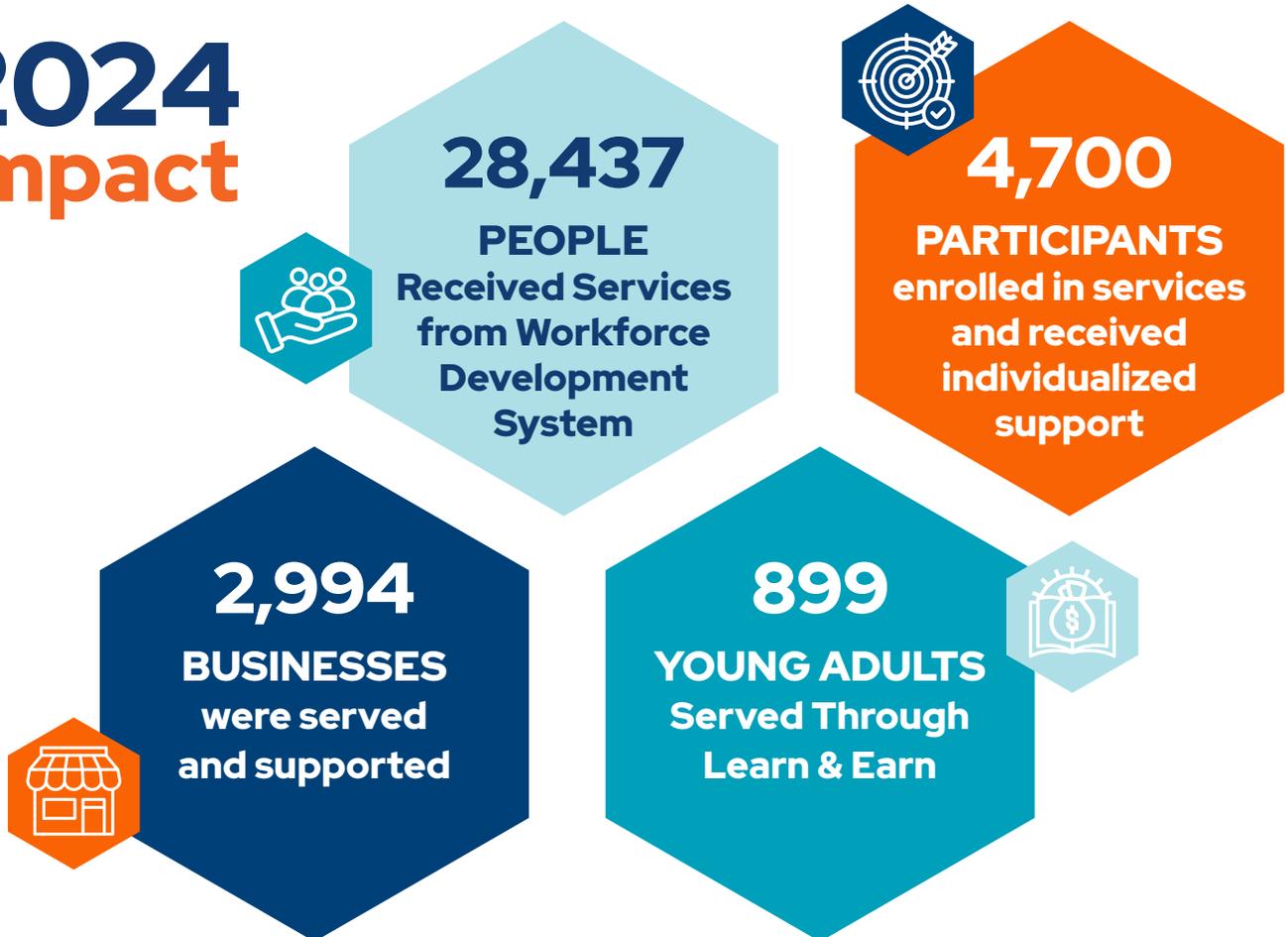
Partner4Work helps businesses succeed by co-creating solutions and connecting businesses with the talent, tools, and insights they need to thrive. Working with us, businesses can more quickly identify and hire qualified candidates, upskill their employees, and build connections with future talent by introducing youth to career opportunities early. We also provide employers with real-time labor market insights that support better retention and long-term workforce planning.

We help employers build stable, skilled teams that strengthen the economy and improve the lives of residents across our region. The return on recent investments is clear; we have seen \$5.32 of new wages generated for every WIOA dollar invested in Adult Services.



**NEW WAGES GENERATED
SHOW A RETURN ON
INVESTMENT OF \$5.32
FOR EVERY WIOA DOLLAR
SPENT ON ADULT SERVICES.**

2024 Impact





Simplifying Hiring Through the One-Stop System

PA CareerLink® Pittsburgh & Allegheny County serves as a one-stop employment hub for both businesses and job seekers. Employers benefit from a powerful connection to thousands of job seekers actively looking for training and employment opportunities. The PA CareerLink® team can help source qualified candidates, support upskilling to prepare workers for hard-to-fill roles, and streamline the hiring process. With more than 75 job fairs and hiring events hosted from July 2024 – June 2025, PA CareerLink® makes it easy for businesses to engage directly with local talent and build stronger, more resilient teams.



Over the past two years, the relocation of the PACareerLink® Downtown Center and, most recently, the East location to Wilkins Township has created vibrant, welcoming spaces that reflect the quality of support offered inside.

These centers are designed with the intention to complement the holistic, people-centered services available under one roof—including workforce development, adult education and literacy, and vocational rehabilitation.



Take a look inside the new PA CareerLink® East!



EARN: Resilience in Action / Pathway to Possibility

At just 23, Tabitha faced the challenges of single motherhood, transitional housing, and overcoming domestic violence.

Determined to create a better future, she connected with the EARN program, where her Employment Counselor helped her apply and get accepted to the Year Up program in partnership with BNY Mellon—setting her on a clear path toward long-term success in IT, sales and customer support.

With the support and guidance of both programs, Tabitha gained the skills and experience she needed to transform her life. She completed the program, secured a full-time position at BNY Mellon, and is now earning \$28/hour—with a potential promotion on the horizon.

Tabitha’s story shows what can happen when determination meets the right opportunity.

GrayMatter and Apprenti: Talent That Transforms Teams

Dominic Ragghianti’s career journey is a compelling example of how apprenticeships open doors to thriving tech careers. After completing training with Per Scholas Pittsburgh and Apprenti, Dominic joined GrayMatter as a cybersecurity apprentice, where his enthusiasm and dedication inspired his team and secured him a job as a Cyber Security Engineer. Recently, he began a new role as Senior Information Security Analyst at Duquesne Light Company, continuing his mission to protect critical infrastructure in Pittsburgh. His story shows what is possible when training, talent, and opportunity align.



Dominic works with GrayMatter staff on cyber security project during his apprenticeship



Investing In the Future



In 2025, Learn & Earn celebrated 11 years of connecting young people to meaningful summer work. More than 13,500 young people have participated in paid work experience through Learn & Earn since its launch in 2014. More than just a summer job, Learn & Earn equips young people with essential workplace skills in a safe and supportive environment, while also allowing employers to benefit from additional capacity and invest in the development of future talent.

Learn & Earn participants, including Corporate Interns and General Program participants, collectively earned \$1,515,029 in wages and worked more than 126,000 hours. These hours encompassed work readiness training, career exploration, and hands-on experience across a wide range of industries. Participants took part in projects such as a real-world participatory budgeting initiative with Allegheny County, where they proposed and voted on a \$25,000 community project, and gained valuable experience in settings including corporate offices, restaurants, public parks and hospitals.

Now in its 11th year, Allegheny County, the City of Pittsburgh, and Partner4Work have continued to innovate and evolve the program. Together, we debuted a redesigned model organized into three pathways: Discovery, Experience, and Advancement. These tracks were created to better align job opportunities with participants' age, experience level, and career goals. Turning feedback from the community, providers and businesses into action, we also implemented priority placements and centralized payroll to improve program efficiency.



See how Learn & Earn is shaping futures at Jones Day.



892
YOUTH PARTICIPANTS



169
BUSINESSES EMPLOYING YOUTH



96,185
TOTAL YOUTH HOURS WORKED



\$1,087,779
TOTAL YOUTH WAGES EARNED

Year-Round Support and Success

As a participant in work-based learning and career exploration through Crossroads Foundation (a youth serving provider supported by Partner4Work), Ushan Dahal gained hands-on exposure to career pathways that helped strengthen his academic, professional, and civic leadership. Ushan participated in an internship at Babst Calland Law Firm, where he conducted research, observed court proceedings, and authored a published article for the American Bar Association.

Youth employment programming connects young people to hands-on opportunities that build confidence, sharpen skills, and prepare them to lead in their communities.



Award Winning Staff

Mayada Christiansen
AGGIE BROSE AWARD



Partner4Work's Senior Managing Director of Programs, Mayada Christiansen, was honored with

an Aggie Award for her outstanding commitment to community impact. Named in memory of longtime Garfield activist Aggie Brose, the award recognizes individuals who continue her legacy of advancing opportunity across Pittsburgh.

Lifting Job Seekers Beyond Systemic Barriers

Partner4Work’s Priority Populations Team is dedicated to serving job seekers who face systemic barriers to employment, including individuals with disabilities, immigrants and refugees, single custodial parents, and returning citizens. In 2024, this work expanded through a \$1 million grant from the Appalachian Regional Commission (ARC), awarded to UPMC Health Plan’s Pathways to Work program in collaboration with the Southwest Corner Workforce Development Board, Westmoreland-Fayette Workforce Investment Board, Tri-County Workforce Investment Board and Partner4Work. The funding supported 266 adults as they participated in a series of Certified Recovery Specialist (CRS) trainings across southwestern Pennsylvania. These trainings prepare individuals with lived experience of substance use recovery for meaningful careers providing peer support to others in recovery—helping to fill critical workforce gaps while advancing economic opportunity for people who have been historically excluded or overlooked.



\$1M

GRANT RECEIVED from Appalachian Regional Commission



266

ADULTS SUPPORTED thru Certified Recovery Specialist training

Award Winning Staff

Monique Yost

AGE-FRIENDLY AWARD



Monique Yost, Director of Priority Populations at Partner4Work, was recognized with the 2024 Age-Friendly Leadership Award by the Southwestern

Pennsylvania Partnership for Aging (SWPPA). As co-chair of the Age-Friendly Workforce Work Group, Monique played a key role in advancing resources and strategies to support older job seekers and promote age-inclusive workplaces across the region.



4Construction: Laying the Foundation for Skilled Careers

4Construction is a pre-apprenticeship program designed to put job seekers on the path to success in the skilled trades. By pairing trusted training providers with active worksites, the program creates hands-on opportunities for learning and growth, ultimately connecting graduates with union pathways. Almost 100 job seekers have completed 4Construction training this program year including participants of the PIT2Work initiative, a partnership between Pittsburgh International Airport, Partner4Work, and Pittsburgh Gateways Corporation; UPMC Toolbox, an iteration of the program developed in collaboration with UPMC and the A. Philip Randolph Institute; and Build the Beat, a partnership with Live Nation, Pittsburgh Gateways, and PJ Dick.



Learn how participants are finding new paths through 4Construction



A National First, Powered by Partnership

Partner4Work supported the launch of the nation's first registered apprenticeship for Electric Vehicle Automotive Technicians, a partnership with CCAC, the German American Chamber of Commerce—Pittsburgh Chapter, the Hillman Family Foundations, and the Southwest Corner Workforce Development Board. The program combines classroom learning and paid on-the-job training to build a skilled workforce for the growing EV industry. Two cohorts are now underway, with a total of 25 participants gaining hands-on experience while preparing for in-demand careers in electric vehicle service and repair.



Bob Koch CCAC Automotive Instructor, Acting Secretary of Labor Julia Su and PA Congressman Chris Deluzio at the CCAC Ribbon Cutting (photo: R Alex Durbin)



Youth Discover the Heart of Healthcare

The four local workforce development boards in the Southwest PA region, Southwest Corner Workforce Development Board, Tri-County Workforce Investment Board, Westmoreland-Fayette Workforce Investment Board, and Partner4Work, hosted the second annual Healthcare Career Expo at the David L. Lawrence Convention Center to showcase the breadth of careers in the healthcare industry. The event welcomed more than 1,000 students from 33 school districts across Allegheny, Beaver, Greene, and Washington counties. Youth participated in hands-on, interactive experiences with professionals representing a variety of fields from surgery and dentistry to massage therapy and podiatry. The event allowed students to explore potential career paths and gain a deeper understanding of the many opportunities available in this vital sector.



1,000
PARTICIPATING
STUDENT ATTENDEES



33
PARTICIPATING SCHOOL
DISTRICTS

Building a Career Ready Allegheny

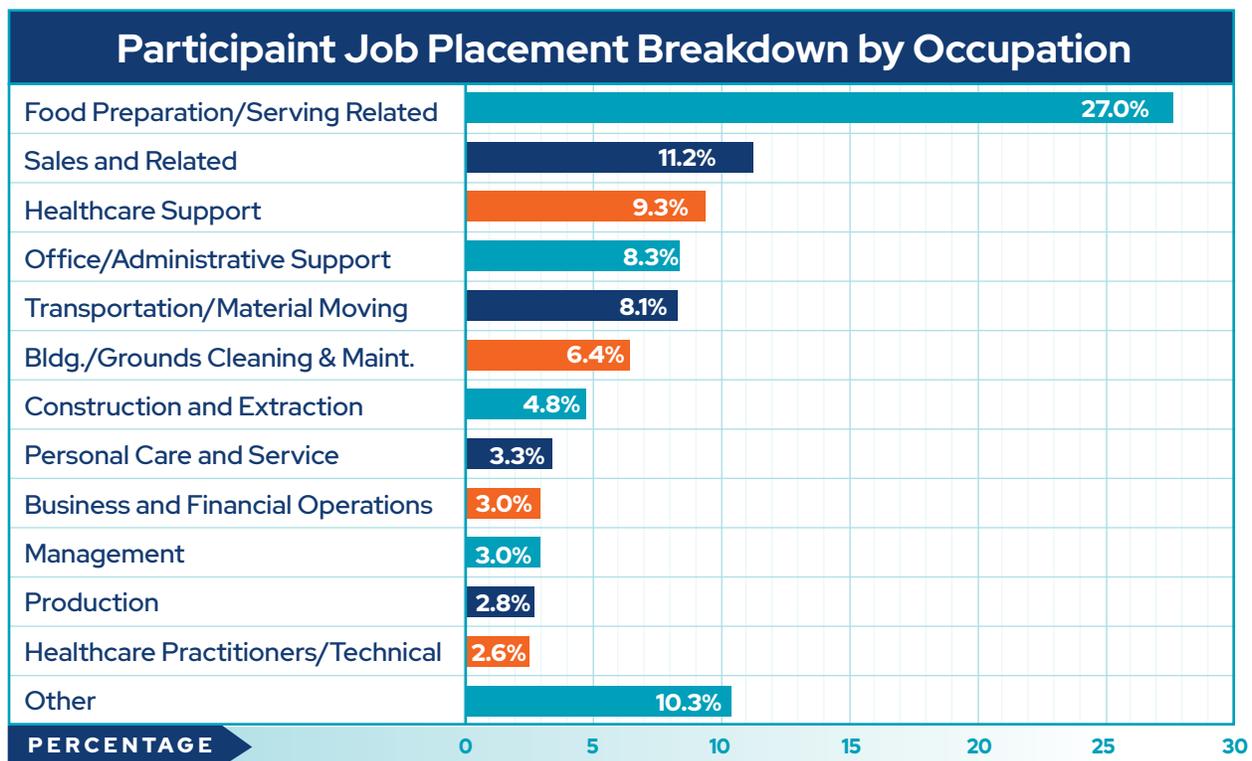
Career Ready Allegheny is a county-wide initiative and website that helps young people explore meaningful careers while giving employers a way to build a stronger, more informed talent pipeline. Developed in response to feedback from local superintendents, employers, and more than 300 educators and counselors, the initiative is led by Partner4Work, the Allegheny Intermediate Unit, the Consortium for Public Education, and Remake Learning. By connecting with youth through work-based learning, job shadowing, and both paid and unpaid internships, employers can cultivate early interest in their industries developing future workers who understand their field, culture, and mission from the start.



**CAREER READY
ALLEGHENY**



**Get connected
with next-gen
talent pipelines.**





Rich Barcaskey
Executive Director
 CONSTRUCTORS ASSOCIATION
 OF WESTERN PA

Barāta Bey
President
 AFRICAN AMERICAN CHAMBER
 OF COMMERCE

Jmar Bey
President
 SOUTH HILLTOP MEN'S GROUP

Dr. Quintin Bullock
President
 COMMUNITY COLLEGE OF
 ALLEGHENY COUNTY

Debra Caplan
Executive-in-Residence
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Rich Casoli
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 BEEMAC TRUCKING

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 HUMAN SERVICES CENTER
 MON VALLEY

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 SERVICES

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 FEDEX

Laura Ellsworth
PARTNER4WORK VICE CHAIR
*Partner-in-Charge of Global
 Community, Service Initiatives*
 JONES DAY

Brian Gaudio
 CEO MODULE

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

Crystal Houser
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Associate Vice President
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David J. Malone,
PARTNER4WORK CHAIR
Chairman and CEO
 GATEWAY FINANCIAL

Steve Massaro
PARTNER4WORK TREASURER
President
 MASSARO CM SERVICES

Steve Mazza
Council Representative
 GREATER PA COUNCIL OF
 CARPENTERS

Katherine McEvilly
US Head of Human Resources
 COVESTRO

Caitlin McLaughlin
Chief People Officer
 LAFAYETTE SQUARE

Jeff Nobers
Executive Director
 THE BUILDERS GUILD OF
 WESTERN PA

Nadyli Nunez
Chief Executive Officer
 ASCENDER

Mark Rendulic
Market President
 CITIZENS BANK

Alexis Russell
Owner
 RUSSELL GENERAL
 CONTRACTING

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

John Thomas
Chief Financial Officer
 ECHO REALTY

Marisol Valentin
Executive Director
 MCAULEY MINISTRIES

Dr. Nancy Washington
Director
 ALLEGHENY HOUSING
 REHABILITATION CORPORATION

Sam Williamson
Chair
 URBAN REDEVELOPMENT
 AUTHORITY

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Scan to
access the full
report online.



Steven's Amendment

Partner4Work is supported by the U.S. Department of Labor, U.S. Department of Human Services and other discretionary grants.

To learn more visit :

partner4work.org/about/stevens-amendment

Statement of EEO

Partner4Work is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities.



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