

# Reemployment Fund Annual Report

CALENDAR YEAR 2023; FISCAL YEAR ENDING JUNE 30, 2024  
Bureau of Workforce Development Administration

The Reemployment Fund was established in Section 601.5 of the Unemployment Compensation Law (Law). The Law requires a report be provided to the General Assembly to include contributions deposited into the Reemployment Fund and expenditures from the Reemployment Fund during the prior calendar year. This document serves as the 2023 report.

Section 301.4(e)(1) sets forth that five percent of employee contributions paid from January 1, 2013, through September 30, 2017, shall be deposited into the Reemployment Fund to the extent contributions are paid on or before December 31, 2017.

This authorization was extended through the fiscal code under a new subsection to specify that from July 1, 2018, through September 30, 2024, five percent of the contributions on wages paid under Section 301.4 of the Unemployment Compensation Law of 1936 (relating to contributions by employees), shall be deposited in the Reemployment Fund to the extent the contributions are paid on or before December 31, 2024.

The law requires that all funds deposited in a calendar year must be expended or obligated by June 30 of the following year. Any unexpended or unobligated funds shall be transferred to the Unemployment Compensation Trust Fund. The enabling legislation generally allows the funds to be used by the Department of Labor & Industry (L&I) for the following purposes:

- Programs and services to assist individuals with becoming employed or to improve their employment;
- Research and studies to improve L&I's ability to provide employment services;
- Improvements to L&I's IT infrastructure that will enhance the ability to provide employment services; and
- Administrative costs associated with the above activities.

The enabling legislation allows L&I to make funds available to governmental and private sector organizations, on a competitive basis, to perform activities as outlined above.

In calendar year 2023, a total of \$13,269,007.46 was deposited into the Reemployment Fund. The Law requires that all funds deposited in a calendar year must be expended or obligated by June 30 of the following year. Any unexpended or unobligated funds shall be transferred to the Unemployment Compensation Trust Fund. A total of \$13,269,007.46 in calendar year 2023 funds were expended or committed by L&I as follows:

**Grants \$7,977,448.78**

- *DCNR Youth Employment Programs* – L&I executed an MOU with the Department of Conservation and Natural Resources (DCNR). The MOU provided DCNR with \$1,600,000.00 to support the continuation of the Youth Conservation Corps, providing youth and young adults the opportunity to receive paid training in construction and conservation in an effort to further employment and career interests in those age groups.
- *Veteran's Grants* – L&I awarded competitive awards of \$599,180.58 to provide training for veterans with barriers to employment. This grant provides veterans with job training and employment opportunities with family-sustaining wages.

- *Schools-to-Work* – L&I awarded a competitive award of \$250,000.00 to support new partnerships between schools, employers, organizations, or associations to create employment and training pathways for students (carryover grant from 2022 awards).
- *Industry Partnership* – L&I awarded competitive awards of \$1,966,859.08 to support industry partnerships across Pennsylvania that:
  - Work to identify workforce, education & training, and economic development needs;
  - Coordinate regional teams to support industry needs;
  - Identify public and community resources to address industry-identified needs; and
  - Increase collaboration among businesses within a targeted industry sector.
- *Direct Care Worker Grants* – L&I awarded competitive grants in the amount of \$3,561,409.12 to be used for the Direct Care Worker Job Quality (DCWJQ) Grant. These grants are focused on working with agencies and employers to create better work environments and to identify the job quality metrics needed to affirm these goals are being achieved.

#### **Center for Workforce Information & Analysis (CWIA) \$600,000.00**

- L&I provided \$600,000.00 for CWIA to research and study workforce needs, labor market information/trends, and in-demand occupations and skills.

#### **Harvard Kennedy School Government Performance Lab \$144,375.00**

- L&I committed \$144,375.00 for an innovation initiative that includes improvements to competitive grant processes, use of data to inform service delivery and referral systems, establishing active contract management systems with service providers, and other initiatives designed to improve grant performance and effectiveness.

#### **Leadership Professional Development Series \$59,859.88**

- The Pennsylvania Department of Labor & Industry (L&I) embarked on a new professional development initiative in 2022 and continued it in 2023 for its workforce development managers and supervisors which includes the Bureau of Workforce Development Administration, the Bureau of Workforce Partnership & Operations, and the Apprenticeship and Training Office. This monthly in-person training series aims to:
  - Promote job quality through exemplary leadership;
  - Build on the soft and practical skills of our managers and supervisors;
  - Optimize our staff by way of improved support and guidance;
  - Increase staff retention by providing the tools necessary to perform and meet the needs of the job and by having effective leadership to maintain their staff;
  - Support the growth of our future leaders; and
  - Strengthen inter-bureau relations and communication.

#### **Data Driven, Data Collection, & Evaluation \$719,940.00**

- L&I committed a total of \$719,940.00 to develop evidence-based approaches for improving program effectiveness and service delivery. The establishment of clear and meaningful metrics to drive informed workforce investment decision-making remains a crucial objective. A constant cycle of feedback from ongoing grants, as well as grants that have closed, will create data algorithms, ideally resulting in more well-crafted opportunities and more impactful grant projects. As L&I continuously seeks to provide more meaningful reporting, performance analysis, and

program management capabilities for internal and external stakeholders, a more considered approach to real-time collection and analysis of performance data will benefit all parties.

**Commonwealth Workforce Development System (CWDS) Migration to 2.0 \$1,416,000.00**

- *Financial Management System* – L&I committed a total of \$1,416,000.00 to migrate the existing Workforce Innovation and Opportunity Act Financial Management System related CWDS functionality into CWDS 2.0 and PA CareerLink®, as well as incorporate enhancements to expand the current functions. This included creation of new screens and components within PA CareerLink®/CWDS 2.0. CWDS 2.0 is an enhanced platform.

**PA CareerLink® Operating Budget Support \$1,056,417.23**

- Funding used to support the infrastructure and shared service costs of the PA CareerLink® facilities to support individuals with their job search and training needs.

**Personnel \$1,294,966.57**

- *Salary and Benefits* – A total of \$1,294,966.57 was committed to be spent on personnel salary and benefits costs to manage the projects described above.