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# PENNSYLVANIA WORKFORCE DEVELOPMENT

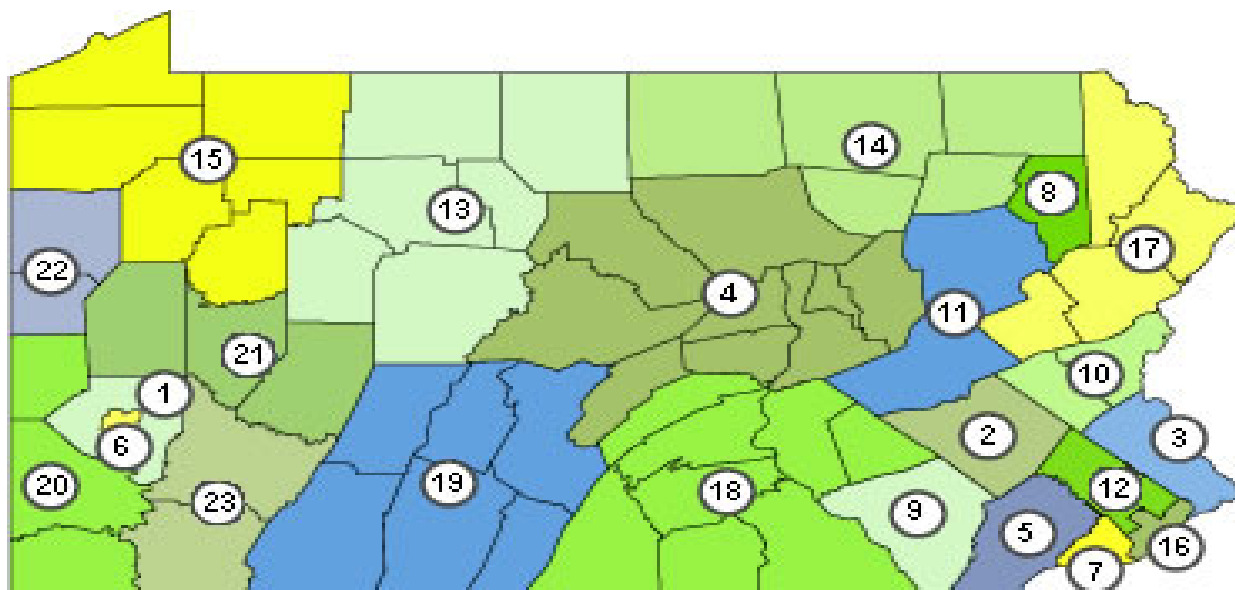
KEEPING PENNSYLVANIA COMPETITIVE  
CREATING OPPORTUNITY

Presentation to:  
Chester County WIB – Strategic Planning Session  
April 15, 2008

# Agenda

- Pennsylvania's Changing Workforce Development System
- Industry Partnership Model
- Industry Partnership Training Model
- Industry-Led Model

# Pennsylvania's Workforce Development System



- 22 Workforce Investment Boards
- 69 Pennsylvania CareerLinks
- 86 Industry Partnerships

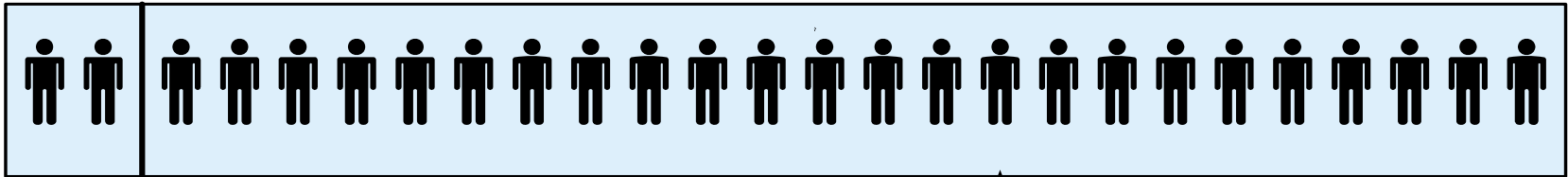


# Changing Focus - Workforce Development System

New Deal Legislation "Wagner Peyser Act" "UC Act" "Social Security Act"	Employment Act of 1946	Manpower Development & Training Act (MDTA)	Comprehensive Employment and Training Act (CETA)	Job Training Partnership Act (JTPA)	Workforce Investment Act (WIA)		
1930's	1940's	1950's	1960's	1970's	1980's	1990's	2000's

5% Transitional

95% Incumbent Workers



Traditional Emphasis of System – Assist Unemployed and Transitional Workers

New Emphasis of System - Building the Skill Levels of the Existing Workforce – the Incumbent Workers – in order to support Community Economic Development and to compete in the Global Economy



# What are Industry Partnerships?

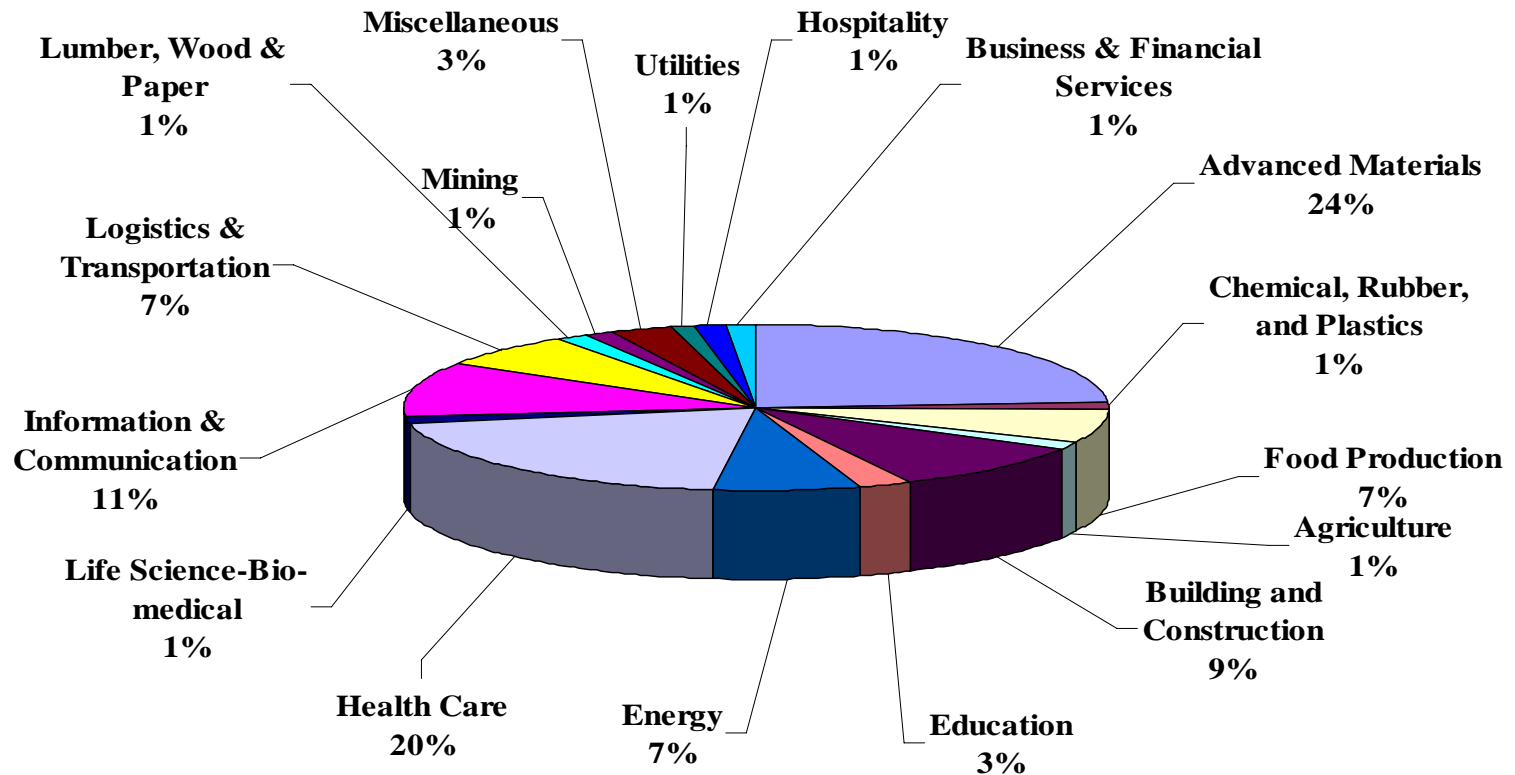
- Organize clusters of businesses that share similar workforce challenges, markets and suppliers
- Industry-led process is a key factor
- Create economies of scale for job training and education
- Identify key occupations
- Promote innovation
- Working together, business can identify worker skill gaps, address training needs and develop regional strategies to build stronger economies

# Pennsylvania's Targeted Industry Clusters

- Advanced Materials and Diversified Manufacturing
- Agriculture and Food Production
- Building and Construction
- Business and Financial Services
- Education
- Information and Communication Services
- Life Sciences
- Lumber Wood and Paper, and
- Logistics and Transportation
- Energy



# 2007-08 Industry Partnerships by Cluster & Percentage



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# Industry Partnerships Results

- Over 5,900 companies, in 86 active industry partnerships, representing 20 industries, are working to close skills gaps and address other workforce challenges to improve Pennsylvania's competitive position.
- Industry Partnership Worker Training: close to 40,000 employees from over 5,900 companies have completed, or are currently engaged in, Industry Partnership Worker Training.
- Wage Data - Participants who have received training through this program have experienced an average wage gain of 12.89%
- Of the businesses participating, 88% reported being very satisfied or satisfied with the Industry Partnership program, while 75% reported that the partnerships and training have already helped them increase their productivity.



# Sample Skill Gap Analysis

- Interview Employer and Subject Matter Experts
  - Define Jobs – Responsibilities - Tasks
- Conducted with current employee
- Task-based skill assessment
  - Information from job task analysis becomes basis for self-rated skill assessment
  - Rating Scale
    - 0 – Employee is not aware of this type of work.
    - 1 – Employee is aware of this type of work.
    - 2 – Employee can perform this type of work with supervision.
    - 3 – Employee can perform this type of work without supervision.
    - 4 – Employee can instruct others in this type of work.
  - Results provide information on Skill Gap



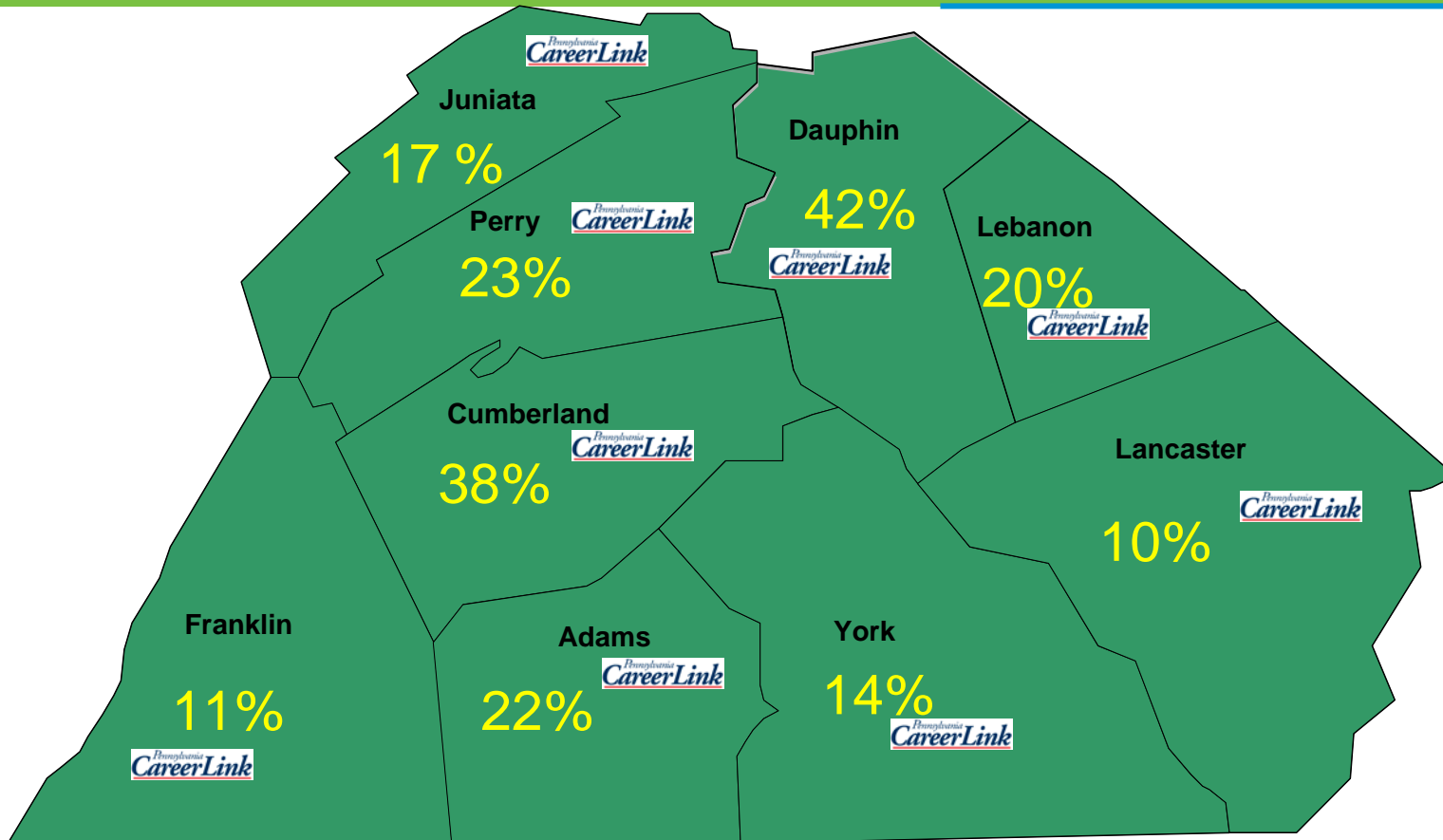
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# Sample Regional Labor Market

Percent of Workers in the County That Commute from Other Pennsylvania Counties

*Why County Officials are Concerned about the Workplace Skills of Workers in Surrounding Counties*

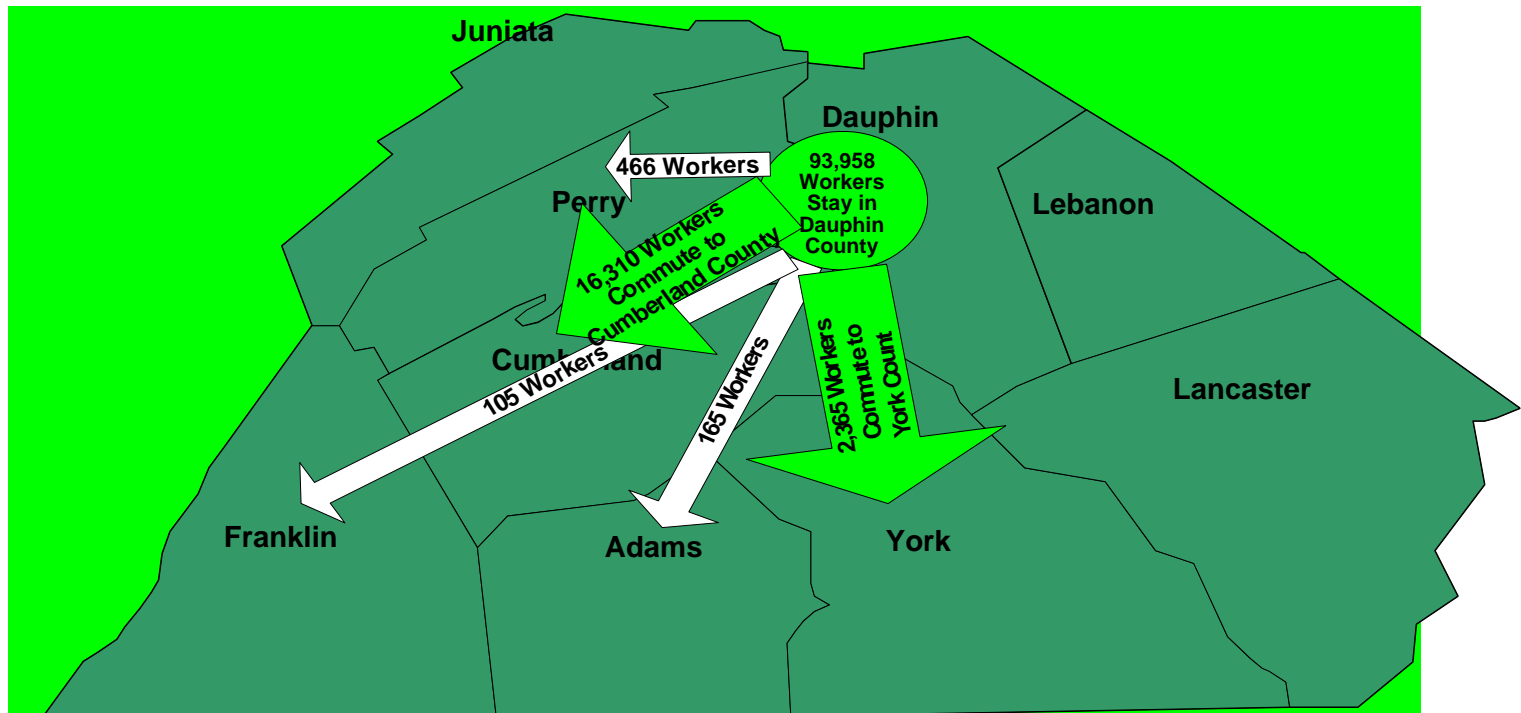


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# Sample Regional Commuting Patterns

Residence County to Workplace County for  
Dauphin County



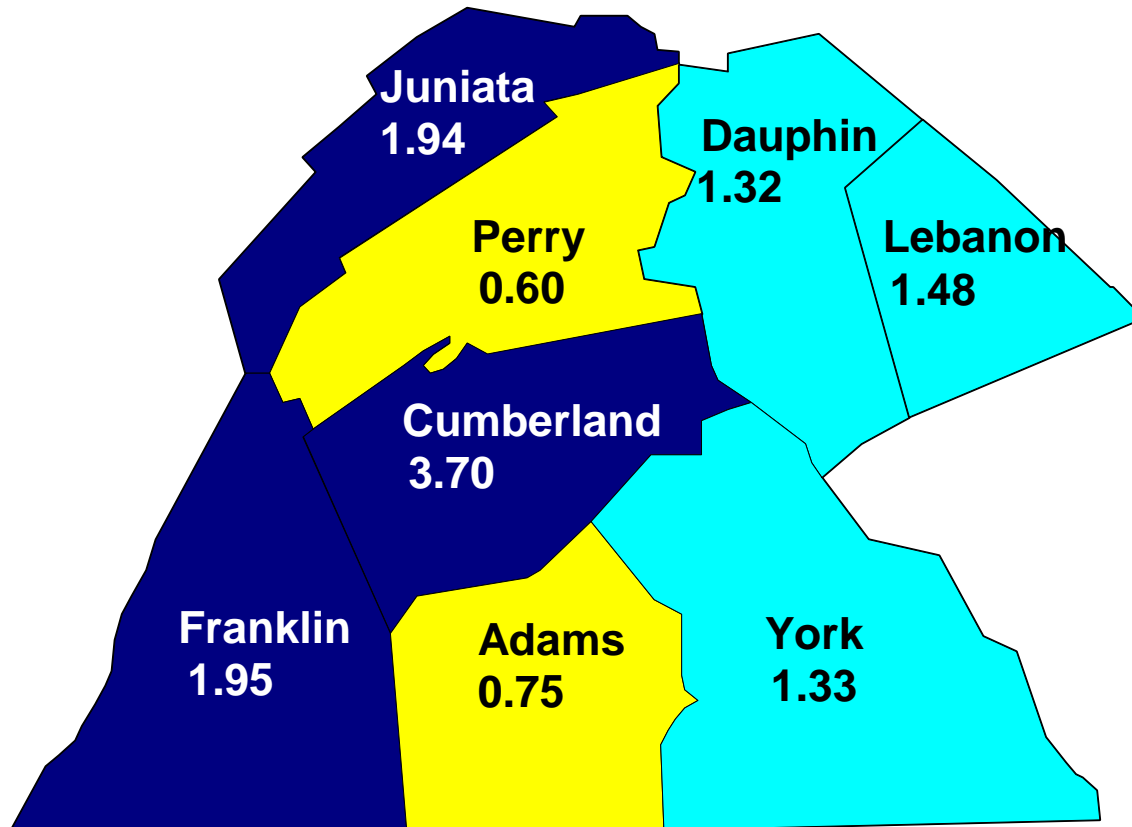
Source: US Census Data  
Prepared by Southcentral WIB



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# Logistics and Transportation Cluster Location Quotient by County in South Central WIA



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# National Model

“...the multi-faceted sector strategy Pennsylvania has developed, (has) made it a leading state in providing policy support for sector initiatives... Pennsylvania has re-oriented its workforce development system to implement a sector strategy including the creation of Regional Industry Partnerships.”

-- *National Network of Sector Partners (NNSP), 2007*

*(Founded 1999 as a project of the National Economic Development and Law Center)*



# The Future ...

- Market-driven
- PA Legislative Connection
- Industry-Led
- **Cohesive System** – Workforce Development, Economic Development and Education



# Discussion & Questions

For more information on the  
PA Workforce Development System  
Call me at: (717) 705-8822 (direct line)

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