

INDUSTRY PARTNERSHIPS AS WORKFORCE INTERMEDIARIES





To remain competitive in the global economy, Pennsylvania must connect workforce development to the demands of the market, we cannot become complacent.

PA has targeted specific industry clusters, which consist of a group of industries that are closely linked by common product markets, labor pools, similar technologies, supplier chains and other economic ties to meet the needs of the 21st Century economy. Activities that benefit one group member will generally have positive spillover effects on other members of the cluster.





By engaging businesses within the clusters, professionals can aggregate training needs for multiple firms with similar needs and help drive a market-based approach to workforce development. It can align the services of education and training institutions with private sector and employee needs.

Partnerships can achieve economies of scale and scope in the delivery of training, encourage the dissemination of best organizational practices, and establish relationships that accelerate industry-wide product and process innovation.



PENNSYLVANIA'S TARGETED INDUSTRY CLUSTERS

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

Governor Edward G. Rendell, with the support of the PA Legislature, has allocated a total of \$20 million towards the development of Industry Partnerships and Incumbent Worker Training Programs for fiscal year 2007-2008.



Under the direction of Sandi Vito, Deputy Secretary for Workforce Development:

- Pennsylvania has 89 active Industry Partnerships
- Representing 20 Industries
- More than 6,194 companies are participating
- Over 51,598 employees have received or are currently enrolled in training
- 75% of businesses have seen productivity gains and realized a retention rate of 83%



SUCCESSFUL PARTNERSHIPS

- Are Industry Led
- Engage Multiple Partners
 1. *Private Industry – All Sizes*
 2. *Education*
 3. *Organized Labor*
 4. *Regional Economic Development Partners*
 5. *Department Of Public Welfare*
 6. *Department Of Community & Economic Development*
 7. *Local Workforce Investment Boards*
 8. *Department Of Labor & Industry*
 9. *PA CareerLinks*
 10. *Elected Officials*



SUCCESSFUL PARTNERSHIPS

- Aggregate Resources
- Establish Curriculum Guidelines
- Engage In Regional Alliances
- Develop Career Pathways/ladders
- Share Best Practices
- Develop Sustainability Plans
- Evaluate Processes



STATE IMPLEMENTATIONS

- Regional Meetings with LWIBs, organizers, educational providers, etc.
- Sector specific meetings
- PA Sector Academy
- Disseminate information
- Encourage cross -industry, cross - region alliances
- Technical assistance



SUCCESSSES REALIZED



- Worker Pipeline – youth engagement, adult development
- Career Awareness
- Career Pathways/Advancement
- HR Practice Changes
- Business Competitiveness

Partnerships are the Key to Success – Organizationally, Professionally & Personally



- Employee Retention
- Personal/professional gains
- Industry Credentialing
- Articulation Agreements
- Interagency Cooperation
- An Educated Workforce is a Competitive Workforce

For more information on Industry Partnerships please contact:

Patty Bowen, Director of Sector Initiatives
PA Workforce Investment Board

Pabowen@state.pa.us

717-705-8818

