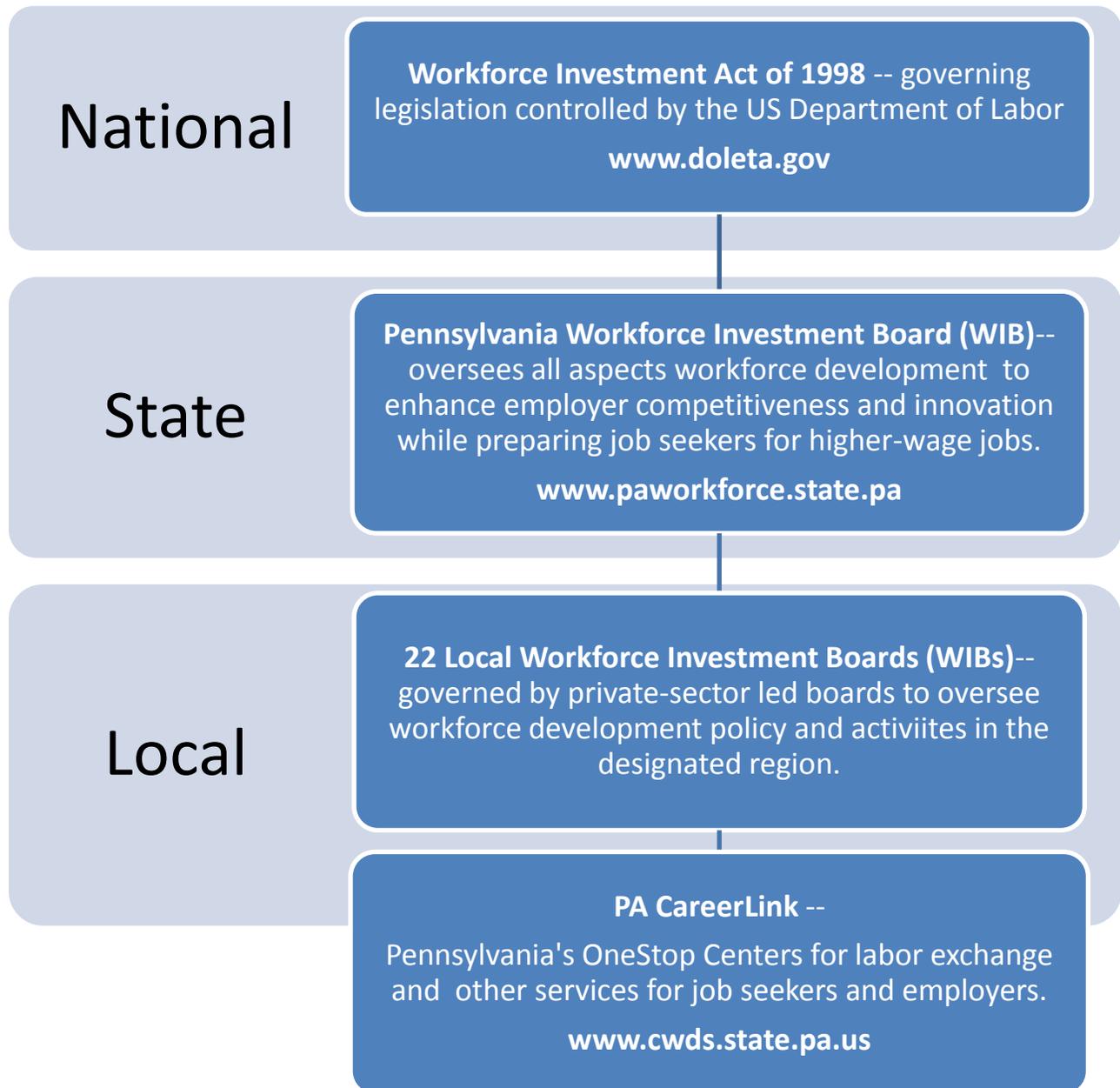


Navigating Pennsylvania's Workforce System



Workforce System Partners

- Adult Basic and Literacy Education (ABE)
- Center for Workforce Information and Analysis (CWIA)
- Department of Aging
- Department of Community & Economic Development (DCED)
- Department of Education (PDE)
- Department of Labor & Industry (L&I)
- Department of Public Welfare (DPW)
- Office of Vocational Rehabilitation (OVR)
- Pennsylvania Higher Education Assistance Agency (PHEAA)
- Pennsylvania State Civil Service Commission (SCSC)

Current Workforce Initiatives

Industry Clusters

In 2004, the Department of Labor & Industry's Center for Workforce Information and Analysis developed a set of "Targeted Industry Clusters" to develop effective workforce strategies that focus scarce training dollars on existing and projected job opportunities. ***An industry cluster consists of a group of industries that are closely linked by common product markets, labor pools, similar technologies, supplier chains, and/or other economic ties. Clusters can take on strategic importance because activities that benefit one group member will generally have positive spillover effects on other members of the cluster.*** Ten industry clusters have been identified for workforce strategies. They include:

Advanced Materials and Diversified Manufacturing

Energy

Agriculture and Food Production

Information and Communication Services

Building and Construction

Life Sciences

Business and Financial Services

Logistics and Transportation

Education

Lumber Wood and Paper

High Priority Occupations

The commonwealth of Pennsylvania's new workforce development strategy seeks to change that by targeting education and training dollars to High Priority Occupations, which are job categories that are in demand by employers, have higher skill needs and are most likely to provide family-sustaining wages.

Industry Partnerships

Industry Partnerships are the cornerstone of Pennsylvania's new, industry-led, demand-driven workforce development strategy. Industry Partnerships bring together multiple employers in the same industry group or cluster to identify and address common workforce needs. Industry Partnerships help boost the competitiveness of their individual businesses, and ultimately Pennsylvania's entire economy.

More than 6,100 companies, in 89 active Industry Partnerships, representing 20 industries, are working to close skills gaps and address other workforce challenges to improve Pennsylvania's competitive position. Some of the things that industry partnerships do include:

- Align educational curriculum to industry demands
- Identify and facilitate effective training for companies at a significant cost-savings
- Develop new career pathways for employees
- Help companies identify and address organizational and human resource challenges
- Develop new industry credentials
- Identify barriers to entry-level employment and strategies to remove those barriers
- Collaborate with youth initiatives/agencies to connect youth to careers in demand

Current Workforce Initiatives

Regional Career Education Partnerships (RCEP)

The Pennsylvania Workforce Investment Board (WIB) and the Pennsylvania Department of Labor and Industry (the Department) awarded grants to local youth intermediary organizations to support and extend the Commonwealth's high school reform and career preparation strategies. The Commonwealth's primary goal for this initiative is to create a system of local youth intermediary organizations, which we will call Regional Career Education Partnerships, throughout the Commonwealth to connect schools and young people to opportunities and experiences that promote career awareness and success. Specifically, these Partnerships will be expected:

- To help Pennsylvania youth (and their parents) make informed choices about the education and training they need to pursue careers in high-demand, high-growth industries to enable employment in high wage/high demand occupations.
- To help create and/or expand employer support for career awareness activities such as: job shadowing, mentoring, internships, apprenticeships, teachers in the workplace and youth employment opportunities, etc.
- To promote career awareness through a self-sustaining local/regional intermediary network that will provide career education, career counseling and employment opportunities for youth;
- To strengthen the Commonwealth's Project 720 high school reform strategy by deepening its connections to employers and the public workforce system; and
- To convene local and regional employers to promote support for career preparation strategies and for research-based high school reform.

PA Youth in Transition

The Pennsylvania Department of Labor & Industry in partnership with the Department of Education awarded several grants focused on reconnecting dropouts and youth aging out of foster care to high quality educational opportunities related to high priority occupations. The purposes of the grant are to

- Form a community partnership that is a collaboration of various entities that address educational and career advancement issues facing dropouts and youth aging out of foster care
- Conduct research-based planning and strategy development to reconnect the targeted population through coordinated human service and workforce systems

Current Workforce Initiatives

WIA Youth Programs

The Workforce Investment Act (WIA) provides funding for eligible In-School Youth (ISY) and Out-of-School Youth (OSY) to provide career and academic preparation necessary to compete in the job market. The Youth Program elements are designed to be leveraged (where appropriate) with other youth-serving community organizations such as school districts, postsecondary institutions and social service agencies.

Eligible youth generally:

- Are ages 14 to 21, and
- Live in a low income household with parents or independently, and
- Possess a barrier to employment (disability, basic skills deficient, school dropout, foster child, pregnant/parenting, offender, requires additional assistance to obtain and maintain employment)

WIA Youth Programs offer the following elements:

- Intensive case management
- Work experience
- Career exploration and readiness
- Follow-up and job retention (assist in keeping the job)
- Educational supports (tutoring/study skills, GED, postsecondary education, technical and occupational training)
- Leadership opportunities
- Mentoring
- Licensed Guidance and Counseling
- Supportive Services

Helpful Websites

www.paworkforce.state.pa.us – Pennsylvania’s official workforce development website

www.paworkstats.state.pa.us – Pennsylvania’s labor market information

www.cwds.state.pa.us – Pennsylvania’s website for labor exchange (formerly PA CareerLink)

www.doleta.gov – US Department of Labor’s official website for employment and training programs

www.bls.gov – Bureau of Labor Statistics website with national, state and local labor market information

www.workforce3one.org -- interactive communications and learning platform designed to build the capacity of the Workforce Investment System (WIS) to develop strategies that enable individuals to be successful in the 21st century economy.