

Pennsylvania's economic future depends upon the development of a workforce able to compete in today's global economy. In order for the commonwealth to be economically competitive, and for our workers to acquire careers with family-sustaining wages, Pennsylvania needs a workforce development system that is efficient and responsive to both employer and employee needs.

Today, more than ever before, citizens need better training and education to keep pace in the knowledge-based workplace. *Job Ready PA* is much more than a series of independent initiatives. It is a restructuring of Pennsylvania's workforce development system that addresses four goals crucial to competing in the global marketplace:

- Strengthen Pennsylvania industries and create industry-led training strategies
- Increase opportunities for Pennsylvania residents
- Prepare our youth for the careers of tomorrow
- Implement rigorous accountability standards

Strengthening Pennsylvania Industries and Creating Industry-Led Training Strategies

- **Industry Partnerships:** More than 6,100 companies are participating in 90 active partnerships in the following industries:

Advanced Materials & Diversified Manufacturing	Energy
Agriculture & Food Production	Health Care
Bio-Medical	Information & Communication Services
Building & Construction	Logistics & Transportation
Business & Financial Services	Lumber, Wood & Paper
Education	

- **Industry Partnership Worker Training:** Over four years, more than 61,000 employees from participating companies have completed, or are currently engaged in, Industry Partnership Worker Training.
- **Industry Partnership Worker Training Facts:**
 - Employees trained in 2005 earned a 6.62 percent wage increase
 - 84 percent of surveyed businesses reported significant productivity gains and a 69 percent employee retention rate increase
 - 83 percent of surveyed businesses reported improved efficiency as a result of training
 - 53 percent of trained employees were women
 - 64 percent of surveyed businesses reported that the training opportunities allowed them to use new technology in the workplace
- **Nursing Graduates:** Since Governor Rendell took office, the number of RN graduates has increased dramatically — from 2,939 graduates to an estimated 5,937 during 2006. Additionally, the number of LPN graduates has increased significantly — from 1,236 to an estimated 2,347 during 2006

Increasing Opportunities for Pennsylvania Residents

- **Workforce Innovation in Regional Economic Development (WIRED) Grants:** Awarded by the U.S. Department of Labor, and helping strengthen and grow the commonwealth's economy.
 - \$3.5 million to enhance the competitiveness of the plastics industry
 - \$15 million, three-year award, to develop and implement economic transformation strategies in Northeast Pennsylvania in the Business & Financial Sector.
- **Career Gateway:** The Career Gateway project has worked with 206 adults in need of basic literacy skills, helping successfully transition more than 70 participants into postsecondary education or intensive training.

- **Credit Transfer:** Pennsylvania has established the Pennsylvania Transfer and Articulation Center (PA TRAC) Web site — www.patrac.org — that allows current and former college students to transfer credits among higher education institutions.

Preparing Our Youth for the Careers of Tomorrow

- **Project 720:** There are 166,023 students in 161 high schools across 140 local education agencies participating in Project 720. This includes 134 school districts, three Career & Technology Centers (CTCs) and three charter schools.
- **Dual Enrollment:** 370 school districts and 16 career and technical schools are partnering with more than 100 post-secondary schools, giving high school students access to nearly 50,000 college courses.
- **Tutoring:** More than 172,000 students in 163 school districts and 12 career and technical schools are benefiting from expanded tutoring as a result of Pennsylvania's Educational Assistance Program.
- **Equipment Grants:** Awarded 155 equipment grants to career and technical schools, affecting 74,712 students. Eighty-two were awarded by Labor & Industry, and focused primarily on the commonwealth's educationally underserved areas.

Implementing Rigorous Accountability Standards

- **High-Performance Workforce Investment Boards:** Reviews of all local workforce investment boards (WIBs) are underway as part of Job Ready PA's effort to make every board a high performance WIB. Each local board will be required to take concrete steps toward meeting standards, including creating and supporting industry partnerships in competitive sectors. More than \$2 million in incentive grants will encourage performance. Four local boards have reorganized and refocused as a result of this process.
- **Performance Management Plan and Report:** Since 2005, Pennsylvania has released two publications, the *Performance Management Plan* and the *Performance Management Report*, detailing the commonwealth's strategy and outcomes for building a skilled workforce. These publications are used as a national model by the U.S. Department of Labor and other states.

Awards and Recognition

- As the nation's first to implement a common performance management system to measure successes and weaknesses of the entire workforce development system, Pennsylvania has been asked by the U.S. Department of Labor to provide technical assistance to other states in developing similar systems.
- In consecutive years, Pennsylvania won U.S. Department of Labor incentive awards for meeting and exceeding outcome goals in Workforce Investment Act, Carl Perkins and Adult Basic and Literacy Education.
- **2008 Paul Robeson Award:** Given to Acting Secretary Sandi Vito by the District 1199c Training & Upgrading Fund for outstanding achievement in workforce development
- **2008 William J. Harris Award:** Given to Acting Secretary Sandi Vito and the Department of Labor & Industry Office of Equal Opportunity by the National Association of State Workforce Agencies for outstanding achievement in hiring
- **Best Collaboration Award for Identity Access Management:** Given to the departments of Labor & Industry and Public Welfare by *Government Technology Magazine* for the Commonwealth Workforce Development System (CWDS) online tool
- Pennsylvania received the Best Workforce Publication award for its *Targeted Industry Clusters* report.
- **Sloan Foundation Grant:** One of four states to receive \$500,000 grant to fund scholarships and the development and advancement online learning opportunities