PA INDUSTRY PARTNERSHIP ANNUAL REPORT
2009-2010

Overview

Pennsylvania's Workforce Development system is increasingly focused on promoting Industry Partnerships (IPs), a key institutional innovation for meeting the skills needs of businesses, the career goals of workers and the economic development goals of the commonwealth. To help improve the effectiveness of IPs, the Department of Labor & Industry requires each partnership to complete an Annual Report, also known as the High Performance Standards for Industry Partnerships.

It is important to note that the answers to the questions posed in this Report are to be a result of a collaborative effort between the organization/individual with the final responsibility of submitting this report and the employers and other members within the IP. The commonwealth is interested in obtaining the collective knowledge of the IP and not just the observations of a single individual. To help insure this happens, after gathering the information from the IP members, a copy of the completed Report must be provided to all members of the IP.

The goals of this Annual Report include:

- capturing the significant accomplishments of the IPs,
- communicating expectations (to IP coordinators, participating employers, and other partners) regarding the full range of activities that IPs can undertake to improve outcomes for employers, workers, and the commonwealth,
- identifying exemplary IP interventions that other IPs might replicate and that can help demonstrate to legislators and others the benefits of IPs,
- helping partnerships gain insights about their progress.

In an effort to streamline reporting and avoid duplicate requests for data, this annual report will focus on collecting information significant to determining funding allocations for the 2nd year of the Industry Partnership grant period. Based on the content of this report and the amount of federal funding awarded to the PA Dept. of Labor and Industry for industry partnerships in the FY2010-2011 budget, awards will be made appropriately. Please keep this in mind when completing the report. It is critical that **ALL** sections of this document be fully complete upon submission.

Additional information may also be collected through follow-up interviews and to develop case studies.

Instructions

Each project receiving Industry Partnership and/or Industry Partnership Training Funds in the 2009-2010 fiscal year is required to complete this report. The responses you provide in this report should represent the activities and/or results that were achieved during the 2009-2010 fiscal year (July 1, 2009 through June 30, 2010). Do not include activities or results accomplished outside of this fiscal year. Doing so will cause skewed data and will result in the compilation of represents that do not represent Industry Partnership activities and accomplishments for fiscal year 2009-2010. **When fully complete, please email your document to Veronica Snyder at** vesnyder@state.pa.us. **This report is due by close of business Wednesday, June 23, 2010.**

Please complete each section in its entirety by inserting all information directly into this document. You can present the information in a narrative form or simply by bullet points. Whichever way you select to present the information, be sure that it the information is easily comprehendible and understandable to the reader.

Once the report is complete, please save it as a Word document; version 97-2003. Please save the file with the initials of your targeted industry cluster/sub-cluster and your LWIB name.

Examples: BC_Berks.doc
LT_Luzerne.doc

Contact Information

Grant title (as submitted on the project proposal):

Northeast PA Energy Industry Partnership

June 30, 2010

Local Workforce Investment Board:

Luzerne/Schuylkill

Grant number:

075091401

Targeted Industry Cluster: Energy

Sub-cluster:

Name and contact information of person to be contacted on matters involving this report:

First Name: Gary Last Name: MacCready

Title: Program Manager Telephone Number: 570.622.5253 Email: gmaccready@redcogrp.com

Partnership Information

Number of year's partnership has been in existence: 2 1/2 years

Funding allocation in PY09-10: **IP:** $40,000 **IPWT:** $75,000

Funding Request for PY10-11: **IP:** $40,000 **IPWT:** $75,000

Non-state funding: list other sources of funding and approximate dollar amounts that supported the activities of your Industry Partnership in the last year**:** N/A

Federal grants: N/A

Employer (count only cash contributions to the IP): $16,276.89

Labor-Management (e.g., Taft-Hartley) Funds: N/A

Foundations: N/A

Current balance in sustainability fund (we understand newer IPs many not yet have a significant fund in place) (by sustainability fund we mean a financial reserve that ensures the sustainability of the Industry Partnership and its activities even if there is a temporary or more permanent cut off in state support)**:** $22,938.23

Membership Breakdown:

	Employers	Training Providers	Associations	CBOs	Other	Staff	Total
Number of Members	58	63	44	14	1	1	178

Number of meetings held in FY09-10: 4 EIP meetings and 1 cross cluster IP meeting

Average number of employers in attendance at each meeting: 11

Percentage of IP training devoted to consortium-based training in PY09-10 (consortium-based training is training delivered at the same time to employees of multiple businesses within the Industry Partnership): 73%

Incumbent Worker Training

Industry Partnerships bring together multiple employers to identify and address common workforce needs. They also help educational institutions align programs to industry demand, and develop industry credentials to give companies more confidence in their hires and allow employees more mobility and earnings potential. **Please identify the type/s of training/s your IP has provided, the numbers of trainings offered in this specific area, the number of participants served to date, and any outcomes you wish to share.**

*Please include any training that will take place before June 30th, 2010, but have not yet commenced.

Type of training provided:	***Number of participants served to date:***	***What was the outcome?*** ***or Describe the Impact?***
Solar Photovoltaic Systems Certification Training	90	Certification provides abilitly for customers to apply for rebates/tax credits
Advanced Driving Training Modules	5	Skill enhancement - defensive driving training
CDL Training	7	Securing Class A or B CDL
Driving Refresher Course	2	Skill enhancement - safe driving techniques
Asbestos Worker Certification	13	Obtain asbestos handling license

If further space is needed, additional boxes are provided on the last page of this report.

In the section below, please list the top **5 most requested trainings** that you plan to provide in the **upcoming** program year (2010-2011). List the title of the training, the number of trainings to be offered in that specific topic, the projected number of participants to be trained, and the rationale for offering that specific training within your partnership and/or region.

Type of training planned:	***Projected number of participants to be served:***	***Rationale for offering this particular training:***
Solar System Installation	90	Continuing industry need.
LEED	5	Energy Sustainability Traning/Certification needed.
Energy Course Training/Energy Auditor	5	Fill positions in industry.
Driving Skills	10	Skills enhancement

If further space is needed, additional boxes are provided on the last page of this report

Additional Accomplishments

In addition to incumbent worker training, Industry Partnerships also collaborate on other activities to enhance regional competitiveness and promote opportunities for workers. In some cases, they establish formal education credentials or articulate training with post-secondary institutions. They also can help employers implement practices that improve retention and promotional opportunities (e.g., developing career ladders, implementing a mentoring program, providing support services). Industry Partnerships might undertake activities to improve regional competitiveness, such as collaborating on industry-wide marketing, creating a communication network, or developing a center of excellence. Industry Partnerships also implement activities to develop the pipeline of new workers, such as participating in career awareness events, establishing internship programs, or establishing pre-employment training programs.

Below, list up to 5 activities and accomplishments of the partnership (that goes beyond training) that occurred in Program Year 09-10.

Activity	Outcome or Impact	Key Partners (if appropriate)
5 Solar Cars Demonstrations	5,068 students learned about energy careers wth the solar car being used as a career awareness tool and an Alternative Energy science lesson.	Luzerne IU #18 Career Development Committee and Luzerne County schools. Pine Grove Area Elementary School Tamaqua Area Elementary School Pittston Area School District NEPA Manufacturers and Employers Council and Schuylkill County High Schools
3 Science Clubs initiated this year.	21 students participated building their own solar cars and receiving energy science lessons during this year. Two additional school districts will begin in the next 2 months and forty more students will begin their energy science lessons.	Pine Grove Area Elementary School Mahanoy City Area School District
Men At Work Program Presentation	50 students received information regarding STEM and Energy demand occupations in a unique mentoring program.	Schuykill County Chamber of Commerce and LCCC, a Community College campus at Tamaqua, PA.
3 Career Fairs	Approx. 800 students were given information regarding Energy demand occupations.	Forest City School District and Western Wayne School District Pine Grove Area Elementary School Mahanoy Area School District
Alternate Energy Engineering Camp	For 9-14 year olds focused on Energy Engineering	Penn State University - Hazleton Campus

Measuring Success

In order to make sure they are meeting their goals, Industry Partnerships need to measure the success that their activities are having for the employers and employees in their partnership.

How does the Industry Partnership define "success"?

Strong consortium training participation this year by 20 employers and 90 employees in a consortium training for Solar Installation Systems Training built through a cooperative effort between this Energy IP and the training instructor of IBEW-NECA Local #81 (Scranton Electricians).

In addition, our Industry leaders voted to continue the work of the Partnership during the budget battle and authorized us to use the Sustainability funds budget to build and maintain our activities. There was no waiting period for this Partnership as we stayed fully in operation.

Evaluation/feedback and anecdotal evidence from industry leaders, school teachers/guidance counselors and school principals. Strong active participation by students in our educational and career awareness/exploration activities. Over 7,700 students have participated in our events in the 2 1/2 years we have been in existence.

Strong growth in the success and number of additional school-based science and energy clubs and activities with high scores in post-test assessments. In one Science and Energy club, the collective average of the class was 49% correct answers in the pre-test and 91% correct in the post-test assessment after experiencing the club. The principal said "this would be deemed a highly successful instructional endeavor".

Very strong regional media coverage of Energy IP events and activities, including television coverage that was seen by hundreds of thousands of viewers over a multi-county area. Newspaper coverage produced huge featured articles with column inches of space and this resulted in one school district committing to one of our Science and Energy clubs.

What tools/techniques does the Industry Partnership use to measure success?

# of new industry leaders joining the partnership

# of youth related activities

Provide an example or testimonial that provides evidence of success. If applicable include quantitative data to support your answer.

We have support letters from industry leaders and a legislator in Harrisburg on the Energy Subcommittee regarding the effectiveness of our outreach programs to the schools and educational value.

Enrollment has doubled in the Science Clubs and post project scores have increased significantly.

73% of our funding was used for consortium training

Continuous Improvement

What has been your greatest accomplishment over the past year?

Training provided to employees from many different companies for high demand occupations.

The sheer number of youth participants since we began the outreach programs - over 7,000

What were the greatest challenges?

Continuing to build even stronger industry leader participation - although great progress was made this year.

Describe your lessons learned.

The positive collaboration with unions as a means to develop consortium training programs

The value of input and feedback from multiple sources regarding pipeline programs focused to meet industry needs. .

How are you incorporating these lessons moving forward?

The collaboration will continue bringing more companies into the partnership and utilizing many varied associations as well as union outreach.

When all of the results from the evaluation instrument (which we obtained from the IP toolkit) are received from the Industry Leaders, we will continue the process of continuous improvement.

Is there any other additional information regarding the Industry Partnership or the activities you have accomplished that you would like to provide?

Alternative Energy Events; Leveraged resources with NEPA Pre-Apprenticeship IP to support youth in building and construction trades with emphasis on Green initiatives.

Our Northeast PA WIBs have formed a regional cross-cluster Industry Partnership (see Northeast PA AMDM Industry Partnership for description). It is a powerful new approach to aid in achieving our objectives and effectively building more communication between all of the representatives.

NEPA Energy IP collaborated with NEPA Manufacturing Association (MAEA) and hosted a roundtable discussion regarding Marcellus Shale natural gas prospecting and drilling In Pennsylvania. Guest speaker Mike Narcavage, Local Government Specialist, from Chesapeake Energy outlined the economic impact and business opportunities generated by the natural gas industry. 35 business leaders were in attendance.

NEPA Energy IP in collaboration with NE Regional WIBs participated in the proposal submission of Northeast Green Machine under the State Energy Sector Partnership grant. The proposal was approved by the State for $750,000.

Plan for Sustainability

Explain, briefly, your partnership's strategy for establishing/maintaining a sustainability fund. For example, explain your cash/in-kind match requirements or any annual dues/fees your members contribute to the fund.

The Energy IP sustainabilty fund totals $22,938.23. We have a mandatory 25% cash-match from employers for worker training funding.

What activities did the Industry Partnership undertake during the period of delayed funding in the 09-10 fiscal year? Why were these activities undertaken?

The energy industry leaders were committed and continued scheduled outreach acivities and used sustainability funds to accomplish this goal during the budget delay period.

These included attending career fairs, growing the science and energy clubs, and the building and launch of our website. In addition, partnership activities continued including conference call meetings with our industry leaders, budget development and approval, etc. The program manager attended STEM, RCEP, MAEA , Chamber meetings as well during this time period. Curriculum planning sessions occurred and meetings with principals and professional organizations occurred. Training for workers was discussed and plans were made.

If state funding for Industry Partnerships is significantly delayed in the 10-11 fiscal year, as was the case in the 09-10 fiscal year, how does your partnership plan to utilize its sustainability fund to carry on activity until your allocation becomes available?

The same type of activities listed above will continue with minimal outlay of money from the sustainability fund.

Additional Space, if needed

**Continued from Incumbent Worker Training section*

Type of training provided:	***Number of participants served to date:***	***What was the outcome?*** ***or Describe the Impact?***

**Continued from Incumbent Worker Training section*

Type of training planned:	***Projected number of participants to be served:***	***Rationale for offering this particular training:***