



The Keystone Development Partnership (KDP)

is a 501(C) 3, non-profit corporation with a mission to develop and sustain joint labor-management training programs. KDP provides assistance to participants in cooperative efforts to develop Industry Partnerships, training programs, career ladders for incumbent employees, and pipeline for new hires.

American Recovery and Reinvestment Act

Pennsylvania is slated to receive billions of dollars from the American Recovery and Reinvestment Act (ARRA) of 2009 dedicated towards rebuilding the Commonwealth's infrastructure while creating many thousands of jobs. The ARRA includes further millions to fund training programs leading to jobs that provide family sustaining wages.

The first of these stimulus dollars have already arrived in Pennsylvania, demanding urgent action by experienced job training program operators.

Programs proven to be worthy of public funding in the past now have a special opportunity to access ARRA funding by submitting proposals for further training and skill-building programs.

Transparency and Documentation

Committed to transparency at all stages, KDP fully shares information with its partners on program design, fiscal management, training implementation, and outcomes. KDP is able to meet ARRA grant guidelines by documenting Industry Partnerships with reports to the government agencies, policy makers, as well as to Partnership stakeholders.

The success of the KDP model is founded on the shared interests and consensus building of stakeholders. Partners include labor, management, community, government, and education.

KDP and ARRA

The Federal Stimulus Bill: KDP is in a unique position to work with both employers and unions throughout Pennsylvania in accessing ARRA (Stimulus) funds for job oriented training programs related to maintaining and upgrading infrastructure.

Experience and Access

The Keystone Transit Career Ladder Partnership and the Keystone Utilities Industry Partnership are model KDP programs and appropriate candidates for ARRA funding. With the capacity to manage programs across multiple sectors of the economy, KDP possesses a well-documented and proven track record in providing training programs throughout a wide range of cross-industry work skills and disciplines.

Local Workforce Investment Boards contract with KDP to manage Logistics & Transportation and Advanced Manufacturing Industry Partnerships that traverse 15 Pennsylvania's counties.

Grant Writing and Accountability

KDP provides proposal writing, fiscal management, program management, and program documentation. The KDP Fiscal Team includes veterans with over 30 years experience within the workforce development system. KDP Contract Management oversees contracts, Memoranda of Agreements, prepares Request for Funds, and provides documentation of program activities. This same fiscal team interfaces with Local Workforce Investment Boards on reporting, invoicing, and other administrative issues, ensuring compliance with both federal and state regulations.

Program Support

KDP utilizes workforce specialists to identify individual needs for training and skill-building. This process enables stakeholders to form joint work groups to work with the consultants to design their programs and tailor the programs to specific industry requirements. This data-driven method avoids a "cookie-cutter" approach to training and produces customized curriculum fully documented by actual job task analysis and assessments.

KDP staff can facilitate this shared decision-making process to allow the group to successfully maintain a dedicated focus on the training and skill-building program.

Through its affiliation with the Pennsylvania AFL-CIO, KDP provides access to a network of unions and their employers throughout Pennsylvania.

The KDP Mission

Enhance the working skills and capacity of the Pennsylvania workforce by engaging working men and women and their employers in creating workforce development solutions.

Create advanced work organizations that fully value worker decision-making at the point of production and customer service. Deliver quality customized training designed on-site from real-world data.

Expand and further advance the employee knowledge base and accelerate Pennsylvania's industry drive toward global competitiveness.



The KDP Model: A Blueprint for High Performance

- **Joint decision making**
- **Strict focus on skill-building**
- **Data based on in-house analysis**
- **Training tailored to actual need**
- **Dedication to success of company**

*KDP...
Pathway to the High
Performance Work
Organization*

Workforce Assessment and Training by KDP Providers

MANUFACTURING

Mechanical and electronic plant maintenance, assembly skills, blue print reading, computer hardware/software; Millwright skills: Assembly, machining and fabricating production equipment and components

ELECTRIC / INDUSTRIAL

Servicing and repair of underground power mains; Diagnostics / troubleshooting / service and repair of industrial power supply systems; Generation plant operators (coal-fired)

METAL-WORKING

CNC and non-CNC: Machining, grinding, drilling, cutting operations; Advanced welding technologies/new alloys and grade progression; Fabrication: Layout and fitting skills.

ELECTRONICS

Programmable logic controllers (PLCs) diagnostics, dedicated hardware/software; Microprocessors / multiple circuit boards; Wireless/ hand-wired/ multiplex systems; Installation, testing and de-bugging of prototype electronics equipment; Digital locator systems/GPS

AUTOMOTIVE / TRUCK / BUS

Fleet Maintenance: Diesel and transmission service, repair and rebuild in mechanical and harnessed electronics; Power trains / brake systems / ABS; Pneumatics and hydraulic systems

LIGHT RAIL / UNDERGROUND

Rail car mechanical and electronic systems, power signal, sub-station and track maintenance, overhead power lines

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