



**Underwritten by the Pennsylvania
Department of Labor and Industry**

What is KDP?

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 all participants in cooperative efforts to develop Industry Partnerships, training programs and career ladders for new hire and incumbent employees.



What is the KDP mission?

To grow the capacity of companies

With an extensive network in Pennsylvania's workforce investment system, KDP supports Industry Partnership efforts to develop and enhance their ability to offer education and training programs to partnered companies.

With the further assistance of KDP, individual firms can substantially benefit by way of achieving an economy of scale that significantly leverages their previously limited resources.

Customized training programs allow these same companies to expand job mobility and worker advancement opportunities with an ultimate goal of building superior work organizations.

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

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

Resources and Process

Real-world data

KDP utilizes workforce specialists to identify individual needs for training and skill-building. These initial findings enable joint labor-management work groups to design courses tailored to their specific requirements. This data-driven process avoids a “cookie-cutter” approach to training and produces customized curriculum fully documented by actual job task analysis and assessments.

The outcomes of initial needs assessment make possible **made-to-order** training opportunities that can help companies move along a direct pathway to high performance.

Providing program support

KDP staff assists labor-management partners in the formation of joint work groups focused on defining training needs and developing training solutions and provides resources to build the capacity of workgroups to perform these functions.

Process insures equal participation

Adding value to the overall credibility of the program. Moreover, this same process eases the burden of administering the program and prevents draining the resources of the partners.

Expanding the knowledge base

KDP staff is available to work on-site with labor-management work groups to assist the transformation of the work organization.

A strict focus on skills

Separates-out from the training process all unrelated workplace issues. KDP staff can facilitate joint decision-making to maintain a dedicated focus on training and skill-building.



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**

Facilitating workplace job and skill gap analysis, courseware design, training providers and benchmarking, as well as the identification of company work skill priorities and urgencies.

For further information on KDP and how we can assist your company, contact:

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