



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



KDP mission and strategy

Enhance the working skills and capacity of the Commonwealth's 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.

Accelerate Pennsylvania's industry drive toward global competitiveness.



The Labor-Management Joint Work Group

- Maintains oversight on training priorities.
- Evaluates curriculum, instructors and outcomes.
- Sets training delivery timetables.
- Provides direction on project activities.
- Benchmarks progress.
- Evaluates and quantifies the overall effectiveness of the training program.

KDP partners serve as Industry Experts for designing training programs. Through its affiliation with the Pennsylvania AFL-CIO, KDP provides access to a network of union representatives throughout Pennsylvania.

KDP programs are intended to meet high standards in training so that employers from both union and non-union business will see the value of participation.

Below are a few examples of KDP Sponsored Workforce Assessment and Training

ELECTRIC/ELECTRONICS
CNC/NON-CNC MACHINING
WELDING/METAL FABRICATION
AUTOMOTIVE/TRUCK/BUS/LIGHT RAIL
POWER GENERATION/TRANSMISSION
COMPUTER HARDWARE/SOFTWARE
DEDICATED DIAGNOSTICS

The Keystone Development Partnership is underwritten by the Pennsylvania Department of Labor and Industry



The Joint Process

Working Smarter- Working Together

The KDP model was designed to grow the skills of the Pennsylvania workforce by delivering customized curriculum based on information gathered on-site from both experienced workers and management. This model places the highest value on employee involvement and decision-making in program development and implementation.

Team Building: An important element of the labor-management partnership is the building of a “firewall” to separate-out conflicting and divisive issues from the joint process. This symbolic wall allows the partners to isolate adversarial workplace issues from the work at hand.

Motivation: Joint decision-making gives the partnered workers the incentive to put forth their best efforts to insure a successful outcome.

Commitment: As part of this joint process, management and involved employees become mutually dedicated to building the knowledge and work skills of the company.

Allied on goals: Partners are willing to work toward their goals as fully committed counterparts, thus encouraging the free and open exchange of concerns, ideas and solutions.

For more information on KDP and how our staff can assist your company or union:

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The Keystone Model

Data-driven decision making

The foundation of an effective training program is a deep understanding of the skills required to perform the jobs. Subject matter experts, selected by the joint training committee, are interviewed to identify the job tasks and how they are organized. This results in a highly detailed job task list.

A skill survey, based on the task list, is distributed to workers in the job, as well as employees that may move into the job as part of a career ladder.

The job task analysis and skill surveys are the backbone of the “data driven” process.

Self-administrated survey

Employees Identify Their Own Skill Gaps

Identify and Prioritize Training Needs - Skill Gap Analysis

Utilizing the data generated during the job tasks analysis, skill survey and skill gap analysis steps of the process, the project team assists the training committee in designing the training curriculum. This is an important step in determining exactly what training is delivered, how it is delivered and to what audience.

Sample Survey

Electronic Diagnostics / Maintenance

- 0 1 2 3 4 Interpret logic gates and diagrams
- 0 1 2 3 4 Troubleshoot PLCs
- 0 1 2 3 4 Diagnose microprocessor controls

Code for job task analysis

- 0 *unaware of this work task.*
- 1 *aware of work but cannot perform.*
- 2 *able to perform work if assisted.*
- 3 *able to complete work on my own.*
- 4 *able to teach this work to others.*

Input from the stakeholders is key, as the gap analysis reports should factor in operational needs, future technology and workforce demographics. The training committee uses the skill gap analysis to identify and prioritize the training needs and develop a training plan.

The overall mission of KDP is to advance the employee knowledge base on the broadest possible level with the goal of creating a superior and more competitive work organization.