



**INNOVATION  
GENERATING  
IMPACT**

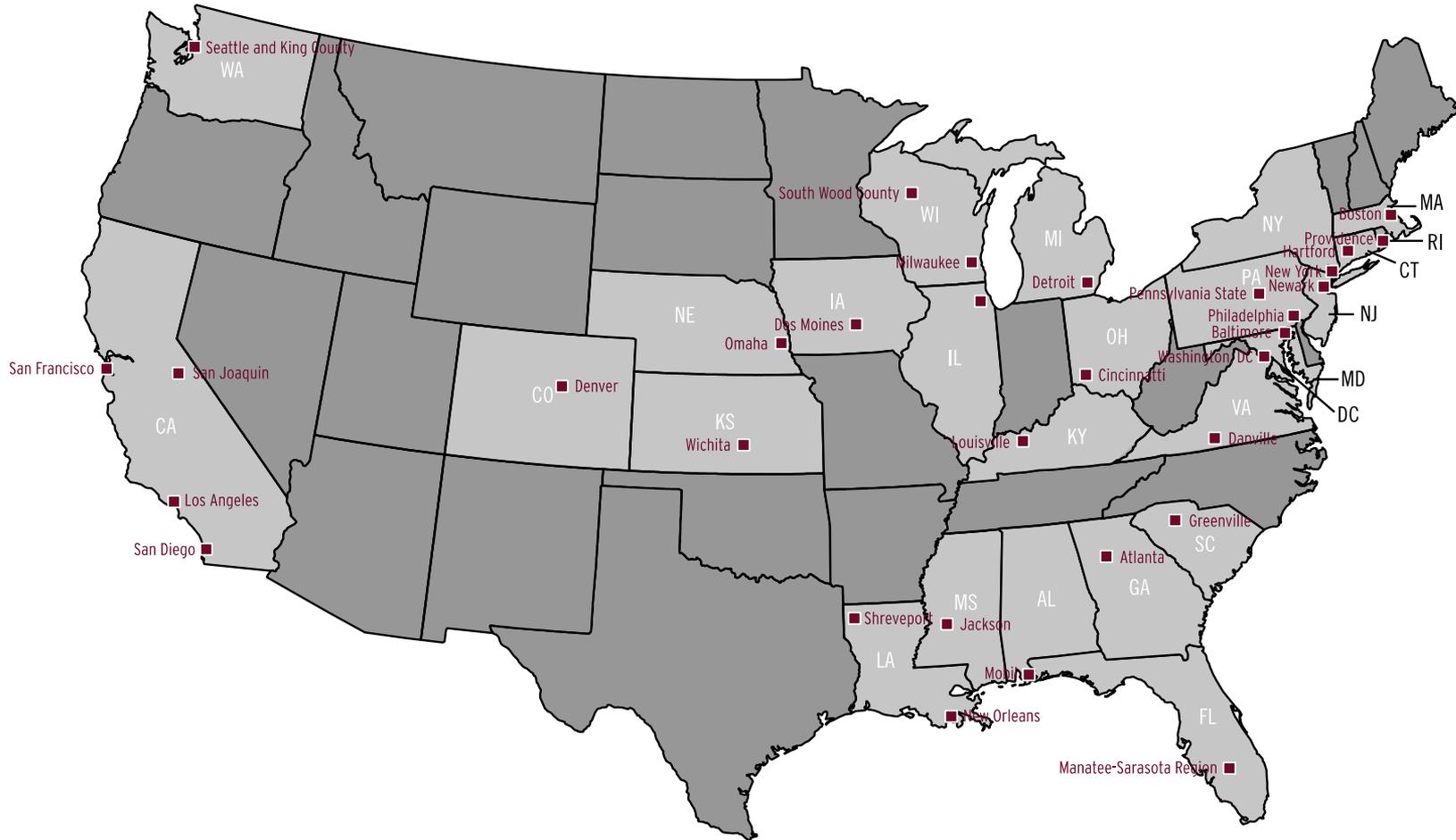
# Pennsylvania 2005-2010

- 75-80 Industry Partnerships across 10 sectors
- 87,500 people trained
- Over 6,300 employers involved
- 83,200 trainings
- \$146 million investment --- public and private
- Legislation passed in 2010

# The National Fund Model

- Invest in Regional Funding Collaboratives
- Support Workforce Partnerships
- Promote Career Advancement Initiatives
- Advocate for Systems Change
- Rely on Evidence-Based Practices

# Communities



# Regional Funding Collaborative

- Organizes local funders to develop a strategy to address regional workforce development challenges based on NFWS principles
- Provides 4:1 matching funds ---pooled and aligned
- Analyzes labor market and selects key sectors
- Focus on serving low-income/low-skilled population
- Provides for, and oversees, staff and management

# Workforce Partnerships

- Employers are attracted to participate based on the extent of their needs
- They define the skill needs and assist in designing ways to develop these skills. Availability of training funds helps.
- Good partnerships create a participatory environment where employers can comfortably express themselves without feeling “judged”
- Partnership select training and education initiatives based on industry expertise

# Workforce Partnerships

- Employers interact with their peers generating conversations about industry trends, new technology, changing business practices, evolving occupations, new regs, credentials, etc
- This is the “intelligence” that goes beyond “data” and “information.” It helps the partnership to develop a deep understanding of the now and tomorrow of an industry which is unavailable anywhere else --- You cannot GOOGLE this.
- If well organized, the partnership also develops key relationships with the employer staff which is essential to the hiring process and to “career advancement” after the hiring

# Value of a Good Partnership

- Generates important relationships
- Provides intelligence about industry not available anywhere else
- Increases opportunities for employment and career advancement
- Sometimes firms to change internal practices
  - eg. job entry requirements, new internal policies that make access to education & training easier, establish clearer career ladders

# Promoting Career Advancement

- Credentials that assist in promotions and wage increases
- Career Coaching
- Innovative tuition reimbursement programs
- Creation of “bridge,” “on ramp,” or “pathways” programs to ensure workers can succeed at highly skilled training
- Encourages training time that fits with workers’ schedules

# Innovation Generating Impact

- \$7.7 million SIF Grant
- \$30 million from national funders
- \$160 million from 420 local funders
- 32 collaboratives with 125 partnerships
- Year Four Evaluation (up to Sept 2011)
  - Served 30,000 incumbent workers and job seekers
  - 18,000 degrees and credentials awarded
  - 8,000 job placements

# Contact Information

**Fred Dedrick**

**Executive Director**

**National Fund for Workforce Solutions**

**88 Broad Street, 8<sup>th</sup> Floor**

**Boston, MA 02109**

**Tel: 617-728-4446 x 215**

**[fdedrick@jff.org](mailto:fdedrick@jff.org)**

