

Industry Partnerships in Action

Pennsylvania's Industry Partnerships are engaged in a wide range of activities, from training and education to youth or "pipeline" initiatives and the sharing of best practices. These activities, which include building career ladders, upgrading human resource practices and leveraging technology, are translating the potential of Industry Partnerships from economic theory to new and cutting-edge workforce practice.

BUILDING CAREER LADDERS

Some industries have experienced a rapid rise in employee turnover. Regardless of reason, turnover negatively affects productivity and efficiency. Employers today are finding that it takes more than just competitive salaries and benefits to keep their employees satisfied. To help stem the tide of employee turnover, industries are finding that building career ladders and training employees to gain enhanced skill sets are improving employee loyalty. The following partnerships have developed successful career pathways.

Keystone Transit Career Ladder Industry Partnership

The Keystone Transit Career Ladder Partnership, or KTCLP, was one of the first statewide training partnerships that now includes 25 Pennsylvania transit agencies – 75 percent of the state's total. Transit agencies need training programs that focus on the transfer of skills, as a large number of experienced workers are expected to retire within the next five to 10 years. In addition, the transit industry has become more technologically advanced, requiring workers in the field to have greater skill sets.

Impact

The KTCLP has trained more than 2,800 transit workers. Since its inception, KTCLP has subsidized training for more than 6,000 vehicle technicians and facilities maintenance mechanics for rail and bus operations throughout the state. Through the partnership, Pennsylvania's transit agencies are better able to reduce turnover and increase operational efficiency.

