



## ADVANCING CHESTER COUNTY'S WORKFORCE

### Workforce Development in Pennsylvania

Pennsylvania's economic future depends upon the development of a workforce able to compete in a global economy. In 2004, an effort to further develop the workforce and address employer needs was introduced through the Governor's PA Job Ready Initiative. Through this program, the development of Industry Partnerships were established to bring multiple employers together within the same industry, in a collaborative effort to identify and address common workforce needs. These partnerships have proven to be helpful in boosting the competitiveness of individual businesses, as well as Pennsylvania's economy as a

whole. Pennsylvania provided seed funding for the development of industry partnerships and tied its Incumbent Worker Training Fund to projects organized by Industry Partnerships. Through the development of a detailed Industry Analysis, the Commonwealth has identified specific industries for where Industry Partnership and Incumbent Worker training resources will be targeted. This analysis, coupled with the knowledge of Local Workforce Investments Boards, the Commonwealth had been able to identify specific industry and employer needs for each Local Workforce Investment Area.

#### Targeted Industries in Pennsylvania:

1. Advanced Materials and Diversified Manufacturing
2. Agriculture and Food Processing
3. Building and Construction
4. Business and Financial Services
5. Education
6. Information and Communication Services
7. Logistics and Transportation
8. Lumber, Wood and Paper
9. Life Sciences
10. Energy

#### Pennsylvania Facts:

- There are 5,777 businesses involved in 90 Industry Partnerships across Pennsylvania.
- 24,055 workers were trained for jobs in critical Pennsylvania industries in which higher-skill, higher-wage job openings actually exist.
- Workers who received training through the Industry Partnerships saw their wages rise by an average of almost 13 percent.

[http://www.paworkforce.state.pa.us/paworkforce/lib/paworkforce/pdf/workforce\\_development\\_budget\\_alert.pdf](http://www.paworkforce.state.pa.us/paworkforce/lib/paworkforce/pdf/workforce_development_budget_alert.pdf)

### Targeted Industries in Chester County

Beginning in 2005, the Chester County Workforce Investment Board (WIB), along with efforts of a number of key project partners, that include the Chester County Economic Development Council, PACareerlink-Chester

County and the Chester County Department of Community Development, have received funds to support Industry partnerships and Incumbent Worker training programs as outlined below.

#### Chester County Industry Partnerships and Incumbent Worker Funds

Advanced Materials and Diversified Manufacturing	2005	\$130,000
	2006	\$300,000
Information and Communication Services	2006	\$510,000
Life Sciences	2005	\$122,500
	2006	\$350,669

The Chester County WIB has applied for Industry Partnership and Incumbent Worker funds to continue these projects in 2007.

Additionally, the WIB has applied for funds to implement a new Energy Partnership and expand the existing Healthcare Partnership.

# Employment in Chester County

## Top 15 Chester County Companies

The Vanguard Group  
 QVC Inc.  
 United States Government  
 Chester County  
 Siemens Medical Solutions  
 The Chester County Hospital  
 Downingtown Area School District  
 Chester County Intermediate Unit  
 West Chester Area School  
 Acme Markets  
 Centocor Inc  
 The Devereux Foundation  
 Centocor Research  
 State System of Higher Education  
 Treddyfrin Easttown School District

Chester County is economically healthy, with over 9,300 businesses and a labor force of more than 250,000 people. Traditionally, the unemployment rate has been the lowest in the surrounding five-county area and median family income ranks the highest among Pennsylvania's 67 counties.

	Chester County	Pennsylvania
<b>Civilian Labor Force</b>	257,600	6,259,000
<b>Employed</b>	249,900	5,997,000
<b>Unemployed</b>	7,700	262,000
<b>Unemployment Rate</b>	3%	4.2%

[http://www.paworkstats.state.pa.us/reports/ches\\_cp.pdf](http://www.paworkstats.state.pa.us/reports/ches_cp.pdf)  
 Preliminary May 2007 - Seasonably adjusted

## Employment in Chester County Industries

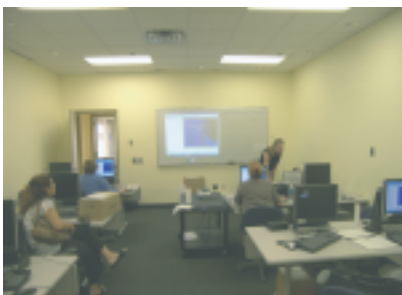
Employed population	221,255	100%
Agriculture/Forestry/Fishing	4,453	2.0%
Construction	12,345	5.6%
Manufacturing	32,810	14.8%
Wholesale trade	8,811	4.0%
Retail trade	24,769	11.2%
Transportation/Warehouse	8,975	4.1%
Information	6,696	3.0%
Finance/Insurance/Real Estate	22,064	10.0%
Professional/Administrative	30,589	13.8%
Education/Health/Social Services	43,715	19.8%
Arts/Entertainment/Food Services	12,025	5.4%
Other Services	8,978	4.1%
Public Administration	5,025	2.3%

Census 2000

## Advanced Materials & Diversified Manufacturing

Advanced Materials and Diversified Manufacturing involves a production process that utilizes specific materials and equipment by a workforce with advanced skills in the area of focus. With advances in science and the development of new materials, advanced materials manufacturing often requires specific environments and extensive research and development processes in addition to the actual manufacturing of the final product.

The Chester County Workforce Investment Board has received multiple grants to offer Incumbent Worker Training to employees who work in the Advanced Materials and Diversified Manufacturing Sector.



Training at Tasty Baking Inc. A total of 205 employees were trained in program year 2006.

As of July 1, 2007, 16 companies in Philadelphia, Delaware and Chester County participated and 477 employees were trained within the Manufacturing Sector Incumbent Worker Training.

### Participating Chester County Companies

Flavia Beverage Systems  
 GE Plastics  
 Herr's  
 Pepperidge Farms Inc  
 R-V Industries  
 Schramm, Inc  
 Synthes  
 Tasty Baking Oxford, Inc  
 Mittal Steel  
 West Chester University

These 10 Chester County companies trained a total of 160 employees.

**Chester County is participating in a Regional Plastics Initiative with 6 other counties. In 2006, a \$596,000 grant was awarded.**

**Through multiple incumbent worker trainings the region will provide training for 360 employees. Lancaster County is the fiscal agent for this grant.**

## Chester County

### WIB

### Manufacturing

## 2005

A \$130,000 grant was awarded for a Manufacturing Sector Incumbent Worker Training Program involving the Chester and Delaware Workforce Investment Boards, Delaware County Community College and the Delaware Industrial Resource Center.

## 2006

Tasty Baking, in partnership with the Chester County Workforce Investment Board, received a \$150,000 training grant which allowed the company to enhance and expand their knowledge base and provide Leadership Skills Training to their employees.

An additional \$150,000 was received to continue the Manufacturing Sector Incumbent Worker Program.

# Information and Communication (IT)

The Information and Communication Industry revolves around the production, refinement and transfer of information and the methods employed in its distribution. This includes the main companies that communicate the information, as well as those providing support to the industry by providing outlets and servicing the transfer of information.

As of July 1, 2007, 926 employees\* were trained through the ITAG and their Incumbent Worker Training. 121 regional companies from Chester, Montgomery, Delaware, Bucks and Philadelphia County participated. The Chester County WIB, in partnership with the Chester County Economic Development Council, coordinated these partnership and training activities. For more information visit [www.chestercountyit.com](http://www.chestercountyit.com).

\*Of this 926, 480 employees were trained in total. Several employees attended multiple training sessions.

Participating Chester County Companies	
Advanced Automation	7
Automated Financial Services	18
Analytical Graphics, Inc.	50
Chester County Intermediate Unit	223
Chester Valley Engineers	2
EDLON	84
Immaculata University	26
International WIN, Ltd.	4
Kensey-Nash	34
Omega Design	11
Program4 Engineering	1
Refractory Minerals	5
Siemens Medical Solutions	23
Sungard	14
Unisys	14



Girls Exploring Tomorrow's Technology (GETT) is a day-long event in March, where Chester County girls in grades 6 through 12 and their parents, at no expense to students or families, can learn about exciting and rewarding technology-based careers, directly from educators. In 2007, 117 girls and 64 parents attended the event.

Techies Day is an event held each October to provide a vehicle for high school students to learn about technology careers and opportunities in Chester County and the surrounding regions. In 2006, 152 students participated and 11 schools hosted the event.

The goal of Tech Trek is to encourage college students to pursue information technology careers in Chester County and surrounding regions by showcasing dynamic companies and career opportunities. This is a yearly event held in October. In 2006, 55 students and 10 companies attended, with the help of 25 volunteers.

## Chester County WIB Information and Communication

### 2006

\$90,000 was awarded to expand the Information Technology Action Group's (ITAG) existing partnerships and activities. The ITAG consortium was originally formed approximately eight years ago specifically to address a critical shortage of qualified technology professionals in Chester County. Since that time changes in the economy, the marketplace, technology and the workforce have created a need to expand and restructure the partnership. This grant was used to expand career awareness and to develop county-wide career ladders.

An additional \$30,000 was received to further expand and restructure ITAG through bringing companies together for the purpose of assessing their human resource and company training needs.

\$390,000 was awarded for Incumbent Worker Training. This grant was used to implement an Information Technology Action Group Training Project to serve the training needs of participating companies.

## WEDnet PA

To strengthen the business environment of the Commonwealth of Pennsylvania, WEDnetPA was developed to provide a training network responsive to employers' workforce development needs. This network is called the Guaranteed Free Training (GFT) Program. This program gives qualified, in-state businesses and out-of-state companies who are relocating to Pennsylvania the opportunity to train new and existing employees. WEDnet partners in Chester County are West Chester University, Cheyney University and Delaware County Community College.

In the year 2006-2007, 68 Chester County employers participated in the program. The contracts totaled \$901,690 and with this money a total of 6,328 employees were trained.

# Life and Bio Sciences

Life and Bio Sciences relates to the well-being of the population and those social services provided. It revolves around healthcare using direct patient services and research to improve the quality of life for all generations, as well as activities which support healthcare. Life Sciences incorporates findings from research into the organization and processes of the body into the exploration and innovation of procedures and new methods of caring for patients.



Students working in the Sim Lab. In 2006 the Simulation Lab served 300 students.

As of July 1, 2007, 135 companies in Philadelphia, Bucks, Delaware, Montgomery and Chester County participated and 690 employees were trained within the Bio and Life Sciences Incumbent Worker Training.

### Participating Chester County Companies

Thomas Medical Products	22
Kensey-Nash	21
Octagon Research	16
Life Sensors	8
Neotropix, Inc.	7
Adolor	6
Progenra	6
Tetralogic Pharmaceutical	3
Isolagen, Inc.	2
Solstice Neuroscience	2
Cytokine Pharmaceuticals	1
Orthovita	1

“So much to build on and put into practice.”  
 “Look forward to applying skills to everyday events.”  
 “Very informative and a positive look at nursing.”  
 “Very knowledgeable and very effective.”

Participants of the Communication and Conflict Management course

In 2007, the Chester County Healthcare Task Force served 778 students through high school recruitment programs and 193 adults through training programs in the subjects: Documentation with Legal Emphasis, Preventing Medical Errors, Communication and Conflict Management, Physical Assessment, Preventing Medical Errors, Total Body Assessment, and Communication and Conflict Management. For more information visit [www.chestercountyhealthcare.org](http://www.chestercountyhealthcare.org).



From January through June of 2007, 389 employees were trained through a Bio Science Incumbent Worker Training Grant.

### Participating Chester County Companies

Adolor	6
Life Sensors	8
Isolagen, Inc.	2
Neotropix, Inc.	7
Kensey-Nash	21
Octagon Research	16
Progenra	6
Thomas Medical Project	22

## Chester County

### WIB

### Life Sciences

## 2005

The Chester County WIB, through PA BIO, the Life Science Career Alliance and Governor Rendell's PA Job Ready Initiative was awarded \$122,500 to implement a regional Life Science Industry Partnership.

## 2006

A grant for \$200,000 was received to expand to the existing partnership and provide employers with Incumbent Worker Training Program.

\$80,000 was received to provide training to nurses and to recruit and mentor students through the Health Task Force.

An additional \$42,669 was awarded to support a Simulation Laboratory Coordinator position.

\$28,000 has been received to create marketing, training and retention programs to attract and retain retired nurses in nursing faculty position.

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