Pennsylvania’s Industry Partnership Strategy

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Percent Change in Union Membership 1997 to 2007

United States: -47
Illinois: -51
Indiana: -43
Michigan: -43
Minnesota: -42
New York: -56
Ohio: -60
Pennsylvania: -41
Wisconsin: -43
All States Shown: -48
Percent Change in Non-Union Employment 1997 to 2007

- United States: -19
- Illinois: -14
- Indiana: -18
- Michigan: -11
- Minnesota: -3
- New York: 2
- Ohio: -22
- Pennsylvania: -9
- Wisconsin: -15

All States Shown: -35
Percent Change in Hourly Earnings of Union Members 1997 to 2007

- United States: +11%
- Illinois: +2%
- Indiana: +11%
- Michigan: +4%
- Minnesota: +5%
- New York: -3%
- Ohio: +1%
- Pennsylvania: +9%
- Wisconsin: +7%
- All States Shown: +4%
PA’s Industry Partnerships: Basic Facts

- Nearly 90 Industry Partnerships (IPs)
- About a third in advanced manufacturing and other manufacturing sectors
- Coordinated by a mix of WIB staff/consultants, non-profits, industry associations, labor organizations
- Engaged more than 6,000 businesses
PA’s IPs: The Goals

- Connect training and education to the needs of industry/the economy
- Help boost company competitiveness
  - In manufacturing—help more companies adopt high-performance organizational approaches and succeed in non-commodity markets
- Expand opportunity for workers
  - Now including, through National Fund for Workforce Solutions, more resources for IPs to find the sweet spot that benefits employers and low-income workers
IP Implementation Tools for Other States

- Methodology for defining targeted Industry Clusters/Targeted Industry Cluster book
- Methodology to define High Priority Occupations—jobs in demand that pay well or offer career opportunities in targeted clusters
- Annual appropriation of $5 million to “build” IPs and $15 million for training through IPs
- IP guidelines (for RFPs)
- IP Academy (four-session training for IP coordinators and IP teams)
IP Implementation Tools (2)

- Annual Report: High Performance IP Standards
  - Outcomes for businesses
  - Outcomes for workers
  - Institutional alignment
  - Governance
- Each Section
  - Does the IP have the critical knowledge?
  - Does it intervene strategically based on knowledge?
  - Does it measure progress/what are the outcomes?
Labor Engagement with PA’s IPs

- New PA AFL-CIO Workforce Arm (Keystone Development Partnership)
- Some 18 IPs with labor as equal partner
  - Advanced Manufacturing, Utilities, Transit, Building and Construction, Long-term Care, Hospitality, Printing, Child Care
Some Labor-Management Examples

- UAW representative: IPs as a vehicle for growing membership in a climate in which organizing is difficult
- SEIU-Golden Living (formerly Beverly) IP—IPs as a vehicle for “culture change”/quality jobs-quality care in long-term care
- KDP: what is it’s role in supporting the emergence of “new unionism”? 
Capacity Challenges

- Applied industry research: map the high road, “next steps to get there,” measuring progress
- IP Coordinators
- Labor-management IP coordinators
- Business-Association/Labor/Community partnerships that share a high-road vision and understanding of IP role in getting there