

KDP develops and manages workforce programs that help ensure businesses have the talent they need to thrive. We bring together employers, unions, training providers, industry associations, community-based organizations and public agencies to collaborate on initiatives that strengthen communities. Our work helps ensure businesses have the skilled workers they need to thrive and unions have effective training programs for their members.

Our Partners

Employers

KDP assists companies with all aspects of developing apprenticeship programs, including registration, customizing curriculum, identifying training partners, and validating work processes.

Unions

KDP works with local unions and their employers to develop, sponsor, fund and manage apprenticeship programs with respect to collective bargaining agreements.

Training Providers

KDP aligns training providers with employers and apprenticeship sponsors to customize curriculum, and brings educators to the work place to align training priorities.

Workforce & Economic Development

KDP helps public agencies develop and grow apprenticeship initiatives and industry partnerships, including assistance with program management, staff capacity building, and employer and union engagement.

Our Work

Delivering Technical Assistance for Apprenticeship

KDP works with employers, industry associations, unions, and intermediaries to launch new or expand existing Registered Apprenticeship and Pre-Apprenticeship programs.

Supporting State & National Apprenticeship Initiatives

KDP partners with State Apprenticeship Agencies (SAAs) and national organizations to develop and implement initiatives that support apprenticeship.

Training Apprenticeship Workforce Intermediaries

KDP's Registered Apprenticeship (RA) Navigator is a one-year apprenticeship program that trains people to start and manage apprenticeship programs. Registered in PA, RA Navigators help grow the apprenticeship ecosystem through regional partnerships and provide technical assistance to unions, employers, industry associations, community organizations, training providers, and the workforce system.

Managing Sector Partnerships

KDP partners with Workforce Development Boards to manage sector partnerships in various industries, including manufacturing, transportation, and building & construction.

Our Focus on Proven Solutions

Apprenticeships are a proven model for workforce training. The approach promotes direct entry and direct placement into quality jobs that lead to family-sustaining incomes. Rather than the “train and pray” model that leads to qualifications but no jobs, apprenticeships provide individuals the opportunity to earn while they learn in a job that they’ll keep once they complete training. KDP’s demand-driven, labor management partnership approach of training people for specific jobs results in diverse workers actually getting good jobs while also meeting employers’ needs. By aligning the priorities of both employers and workers, apprenticeships provide a sustainable approach to meeting a region’s everchanging workforce needs.

Our Focus on Inclusion

The largest sectors implementing apprenticeship – the building trades and manufacturing – still have a relatively homogenous workforce. Particularly important to expanding the market for talent is making these and other sectors more accessible to non-white males. The lack of women and people of color in construction and manufacturing helps to perpetuate the stereotype that they don’t belong in the sector, contributing to the lack of skilled labor available to employers. Engaging with schools, minority organizations, reentry programs, veterans, refugee programs, etc., is vital to attract new applicants and identify and address barriers. These barriers have kept marginalized individuals from pursuing a career in these sectors —connecting the dots of opportunity and partnering with existing programs to find solutions and/or create new programs to benefit all. To help address these barriers, KDP integrates a focus on Diversity, Equity, Inclusion and Accessibility (DEIA) in all of its work.

Since 2021, KDP has helped its state and national workforce partners support almost 1,600 apprentices from underserved populations, including women and people of color. KDP ensured that many of the employers of these apprentices also benefited from DEIA-focused workshops facilitated by Donna Lenhoff (former DOL lawyer and DEIA expert) and Lark Jackson (Chicago Women in Trades). KDP also works with West Virginia Women in Work, Women in Non-Traditional Careers (WINC), Oregon Tradeswoman, the A. Phillip Randolph Institute and other partners to help create a more inclusive workforce for women and people of color.

For example, while managing the Southwest Corner’s Building & Construction Industry Partnership, KDP supported the efforts of the Master Builders’ Association (MBA) to provide career exploration opportunities for individuals from populations traditionally underserved in apprenticeship, particularly people of color. The Master Builders Association of Western PA (<https://www.mbawpa.org/about/>) is a building trade association that represents 240 of the largest contractors in PA. MBA held more than 100 meetings to present to organization leaders explaining the opportunities for individuals from underrepresented populations. These meetings included forums for the public, public schools, veterans’ organization, and reentry applicants. Though only one example, it’s indicative of KDP’s overall approach to inclusion.

2022 Year in Review



KDP Team



John Tkach
Executive Director



Rise' Enoch
Data Management
Specialist



Mary Jensik
Chief Financial
Officer



John Paul
Program Manager



Tara Toms
Apprenticeship
Manager



Tiffany Unger
Program Assistant

Highlights

Apprenticeship Ambassador Initiative: Supported by the US DOL's Office of Apprenticeship (OA), the Apprenticeship Ambassador Initiative seeks to create a national network of employers, labor organizations, industry associations, program sponsors, educators, workforce intermediaries, minority serving organizations, community-based organizations, and other stakeholders to serve as champions for expanding and diversifying Registered Apprenticeship. KDP was selected to be an Ambassador in the inaugural class.

Apprenticeship Building America (ABA) Grant: In 2022, the PA Apprenticeship and Training Office (ATO) was awarded a \$4 million Apprenticeship Building America (ABA) grant from the US DOL. KDP took the lead role in writing the grant proposal, and the award will support one KDP full-time employee (FTE) to help implement the proposed activities over the next 4 years.

Expanded the scale and impact of the RA Navigator apprenticeship program: KDP successfully completed two cohorts of Navigators and started another. A total of 78 Navigator apprentices have been enrolled in the first 4 cohorts, including 9 union members. All will become members of the Keystone Apprenticeship Alliance (KAA), a statewide network of intermediaries able to assist unions and employers to expand apprenticeship programs into new occupations and industries.

Sustained partnerships with three organizations: KDP extended its partnership with Jobs for the Future (JFF) and the PA ATO through new scopes of work, and continued its 4-year partnership with the AFL-CIO Working for America Institute (WAI).

Expansion of the KDP Team: KDP welcomed Tiffany Unger to the team to support multiple projects as a Program Assistant. A former RA Navigator graduate, she previously served as Apprenticeship Coordinator for Penn United.

Program Spotlight

Apprenticeship & Training Office (ATO)



July 2023

Quick Look

Program Leads:

James Chiarchiaro – Lead for ASE

John Paul – Lead for ABA & SAE Grants

KDP Support Team:

John Tkach, Rise' Enoch, Mary Jensik

Active: 2016 - Present

KDP has partnered with the PA Department of Labor & Industry Apprenticeship & Training Office (ATO) since its inception in 2016, helping to lay the groundwork for Registered Apprenticeship (RA) throughout the state.

Over the past year, KDP partnered with the ATO on three different DOL-funded grants: Apprenticeship State Expansion (ASE), State Apprenticeship Expansion (SAE), and Apprenticeship Building America (ABA).

Apprenticeship State Expansion (ASE) Grant

In June 2023, KDP concluded distributing funding to support diverse apprentices in partnership with the ATO, which received \$1.2 million in Apprenticeship State Expansion (ASE) grant funds to support diverse apprentices of new and existing programs over 2 years. KDP offered up to \$1,500 per apprentice to support RTI and OJT costs for women, minorities, individuals with disabilities (physical, learning and other), re-entrants (individuals with criminal backgrounds), and veterans. KDP supported a total of 813 individuals from populations traditionally underserved in apprenticeship, including 348 union members (43% of total). These apprentices were enrolled in 27 different registered apprenticeship programs, the majority in non-traditional industries.

Through the grant, KDP is also helping to lead the ATO's increased engagement with Career & Technology Centers (CTC) statewide, assisting them with developing and registering apprenticeship and pre-apprenticeship programs that create new pathways from high school to quality jobs. The ATO has partnered with the Pennsylvania Association of Career & Technical Administrators (PACTA) to help replicate and scale successful programs across the Commonwealth, and this relationship is set to grow through the Apprenticeship Building America (ABA) grant (*see next page*).

“As a workforce intermediary specializing in apprenticeship efforts, KDP’s expertise in building apprenticeship ecosystems, programs, and strategy, as well as their knowledge of the history behind the apprenticeship system in PA has been unmatched and integral in their support of our office as we continue to grow.” – Tara Loew, ATO Director

State Apprenticeship Expansion (SAE) Grant

Since 2020, KDP has been supporting the ATO with their knowledge management needs, including assisting with proposal writing for new US Department of Labor (DOL) grants, and completion of quarterly reports and compliance modifications for existing federal grants. These efforts continued in 2023 with support from a State Apprenticeship Expansion (SAE) grant aimed at developing new knowledge products that capture lessons learned and best practices, and improving online dissemination of this knowledge. The goal is to help potential sponsors new to apprenticeship gain an understanding of what is required to develop and register a program, and help all stakeholders interested in apprenticeship more easily find information on what else is going on in their region.

KDP has led the development and update of several knowledge products over three years, including:

- Updated apprenticeship and pre-apprenticeship registration documents, and comprehensive guides for Registering an Apprenticeship or Pre-Apprenticeship Program in PA.
- Development of 10 Quick Guides to help get people up to speed on apprenticeship quickly, including: Starting RA & Pre-RA Programs, Funding for Apprenticeship, Standard Practices for Apprenticeship, Key Partners in RA & Pre-RA, Apprenticeship for Veterans, and Journeyworkers & Mentorship.
- Additional ATO process documents, including: RA Desk Guide for Workforce Professionals to help PA CareerLink® & Workforce Development Board (WDB) staff better support apprenticeship, Work Process and Job Book Templates, an Apprenticeability Occupation Checklist, Program Modification Forms and Guidance, Compliance Review Forms and Guidance, and an Apprenticeship Strategic Plan Guide to help local Workforce Development Boards map and support the apprenticeship ecosystem in their regions and identify strategies to connect individuals to opportunities within it.

Apprenticeship Building America (ABA) Grant

In June 2022, the ATO was awarded a \$4 million DOL Apprenticeship Building America (ABA) grant. KDP took the lead role in writing the grant proposal, and the award is now supporting one KDP full-time employee (FTE) to help implement the proposed activities over the next four years. The overall goals of the proposal are to help embed a focus on apprenticeship within the PA's workforce system and catalyze CTC-led Pre—RA to RA career pathways. Specific activities include:

- Helping local workforce areas develop, enhance, and implement strategic plans to expand registered apprenticeship (RA) and pre-apprenticeship (Pre-RA) in their regions.
- Building apprenticeship-related skills of workforce board and PA CareerLink® staff, including how to leverage Workforce Innovation & Opportunity Act (WIOA) funds to support apprentices.
- Helping Career & Technology Centers (CTCs) build Pre-RA programs that are linked to local RA programs.
- Providing funding and other support to RA and Pre-RA participants.

For more information, contact:

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Program Spotlight

National Partnerships

USDOL, Working for America Institute (WAI) & Jobs for the Future (JFF)



July 2023

Quick Look

Program Lead: John Tkach

KDP Support Team:

Tiffany Unger, Rise' Enoch, Mary Jensik, John Paul

Active: 2016 - Present

KDP supports apprenticeship programs nationally through its partnerships with the USDOL, the AFL-CIO Working for America Institute and Jobs for the Future. KDP leverages these initiatives to provide financial support and technical assistance to employers adopting apprenticeship programs in PA.



AFL-CIO Working for America Institute (WAI) - PAMA

KDP has partnered with the AFL-CIO Working for America Institute (WAI) on Multi-Industry Intermediary contracts since 2016. Through this work, KDP provided technical assistance and financial incentives to unions and employers registering new apprentices in the manufacturing sector. KDP is now entering its third year as a subrecipient to a grant that WAI received from the USDOL for a project under the *Apprenticeship: Closing the Skills Gap* grant program. The four-year **Partnership for Advanced Manufacturing Apprenticeships (PAMA)** initiative is providing support to manufacturing apprenticeship programs in Pennsylvania, New Jersey, New York, and Ohio. In less than three years, KDP supported 607 apprentices from 155 employers through this work.

Jobs for the Future (JFF) – IDEA-M

Jobs for the Future (JFF), a national workforce intermediary and think tank, has partnered with KDP since 2015 on the implementation of two multi-year apprenticeship grants from the USDOL. KDP is now in the third year of the **Improving Diversity & Equity in Apprenticeships for Manufacturing (IDEA-M)** initiative which overall will support 750 apprentices per year, with a target of recruiting 50% from underrepresented populations including women and people of color. During the first two years of the program, KDP supported 893 Pennsylvania apprentices through the partnership, including 407 (46%) from underrepresented populations.

USDOL Job Quality Academy (JQA)

The USDOL's Job Quality Academy enhances participants' understanding of job quality principles, teaches them how to incorporate those principles into their policies and programs, and provides them with clear steps on how to implement the lessons to achieve the greatest impact. KDP currently serves on the PA Job Quality Academy Team, one of 16 teams selected to participant in the initial JQA cohort.



Program Spotlight

RA Navigator Apprenticeship Program

July 2023

Quick Look

Program Lead: Tara Toms

KDP Support Team:

John Paul, Tiffany Unger, John Tkach

Active: September 2019 - Present

Registered: February 2020

RA Length: 1-Year

Type: Competency-based

Sponsorship Model Type: Group

Support provided by the
PA Apprenticeship & Training
Office (ATO) through the
PAsmart program.

***78 Navigator apprentices
have been enrolled in the
first 4 cohorts, including
9 union members.***

Unions that have participated include 1199C Training & Upgrading Fund, Insulators Local 14 JATC, SEIU-HCPA Training & Education Fund, UAW Local 677, UFCW Local 1776, UNITE Here Local 274, and United Steel Workers Local 286.

The Registered Apprenticeship (RA) Navigator Program prepares workforce development intermediaries to assist in starting and managing registered apprenticeship and pre-apprenticeship programs.

Overview

KDP's Registered Apprenticeship (RA) Navigator is an apprenticeship program that trains people to develop and manage apprenticeship programs. Registered in the State of Pennsylvania, RA Navigators help grow the apprenticeship ecosystem through regional partnerships and provide technical assistance to unions, employers, industry associations, community organizations, training providers, and the workforce system. The one-year apprenticeship program includes 2,000 hours of on-the-job training (OJT) plus 144 hours of Related Technical Instruction (RTI). The program also uses online collaboration platforms to support the RTI, facilitate discussions, and provide additional resources.

In 2022, KDP completed two Navigator cohorts and started another. A total of 78 Navigator apprentices have been enrolled in the first 4 cohorts (2019-2022). To date, 36 Navigators have completed the program and another 36 remain active in pursuing their journeyworker certification. Thirty (30) Navigators have been affiliated with the Commonwealth's workforce development system, including 24 from PA CareerLinks® and Workforce Development Boards, and 6 from the PA Office of Vocational Rehabilitation (OVR). Other Navigators are affiliated with employers (8), unions (9), and training providers (18).

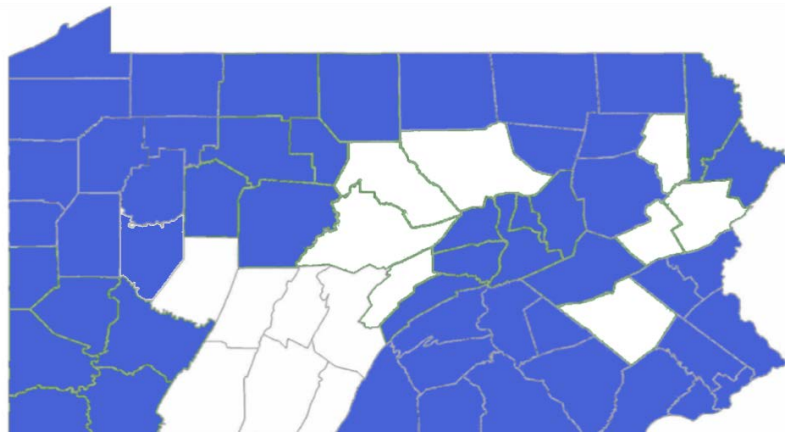
Keystone Apprenticeship Alliance (KAA)

Graduates of the Navigator program become members of the Keystone Apprenticeship Alliance, the programmatic capstone and central long-term outcome of the RA Navigator Program. The KAA is a network of leaders in the apprenticeship field who manage existing programs and assist unions and employers seeking to establish new programs. It meets regularly to collaborate on current apprenticeship development projects, share resources and best practices, and network internally to meet the needs of employers and other apprenticeship partners as they stand up new programs.



Looking Ahead

In 2022, KDP received two additional PAsmart grants totaling \$685K to continue growing the Navigator program. One proposal funds an additional two cohorts of apprentices over the next two years (until June 2024), and the other will support the growth of the Keystone Apprenticeship Alliance over the same time period. Priorities for the Navigator Program going forward include:



Current Navigator Footprint

- **Start and complete a new cohort of Navigators every year:** KDP recently completed its fourth cohort, and is starting a fifth in July 2023. These cohorts include staff from Workforce Development Boards, PA CareerLink® One Stops, training providers, unions and other workforce intermediaries from across the state.
- **Continue to strengthen program quality and documentation:** New and updated curriculum for the Navigator program was developed over the past year, in response to best practices and lessons learned throughout the first 3 cohorts. The updated RTI has an increased focus on imparting more apprenticeship-specific knowledge and 'hard skills'. It also increases its focus on group activities that allow the Navigators to develop relationships and share knowledge with each other, a prelude to their ongoing participation in the KAA.
- **Develop and strengthen the Keystone Apprenticeship Alliance:** KDP will continue to shepherd the development of the KAA. The focus will be on adding value by being proactive and responsive to the needs of a growing network of workforce intermediaries focused on apprenticeship.

For more information, contact:

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Program Spotlight

Industry Partnerships & Workforce Development Board (WDB) Engagement



July 2023

Quick Look

Program Lead: John Tkach

KDP Support: John Paul, Tara Toms

Active: 2005 - Present

KDP continues to lead Industry Partnerships (IPs) in PA, a role it has played since its inception. IPs bring together business, education, workforce development, economic development and community organizations to address the workforce and other competitiveness needs of the targeted industry. KDP manages this and other work in partnership with WDBs throughout Pennsylvania.

Industry Partnerships

Southwest Corner Building & Construction Trades Industry Partnership (BCTIP)

Since 2015 KDP has managed the South West Corner Building and Construction Industry Partnership. The BCTIP is a regional initiative supporting the construction industry in Allegheny, Beaver, Washington and Greene Counties. KDP convenes meeting on behalf of the partnership and supports its stakeholders in various ways, including assisting the building trades to identify and secure funding to support the training costs of their registered apprenticeship programs. BCTIP also supports activities and events to diversify their workforce and market careers in the building trades. Over the past year, this partnership trained more than 1,780 incumbent workers and supported more than 100 diversity and equity-focused outreach events.

Southwest Corner Advanced Manufacturing Industry Partnership (AMIP)

In collaboration with the Southwest Corner Workforce Development Board (SCWDB), KDP has managed the Advanced Manufacturing Industry Partnership (AMIP) since 2015. AMIP is a regional initiative supporting the manufacturing industry in Beaver, Greene and Washington counties. The project brings together manufacturing companies, training providers, and workforce & economic development agencies to identify the priorities and needs of the industry in Washington and Beaver County.

Westmoreland-Fayette Healthcare Industry Partnership

In 2022 KDP facilitated the *Healthcare Employment Ecosystem* project, which brought together healthcare providers from Southwestern PA to identify industry challenges and develop viable solutions. After the initiative completed in June, each LWDB transitioned into launching their own regional industry partnerships. KDP was selected to manage the Westmoreland-Fayette Healthcare Industry Partnership over the coming year. The Partnership's primary goal will be to ensure an increase in regional collaboration among healthcare industry representatives and businesses to develop solutions to crucial healthcare needs and challenges.

Other Workforce Development Board (WDB) Engagements

One of KDP's core strengths as a workforce intermediary are its strong working relationship with workforce boards throughout the Commonwealth. These partnerships strengthen KDP's networks, allowing us to be more effective in all the work we do. In addition to the Industry Partnerships already mentioned, engagements with WDBs include:

Technical Assistance

KDP regularly provides technical assistance around apprenticeship to local WDBs. Over the past year support has been provided to 17 WDBs, including: Berks County WDB, Job Training for Beaver County, Lancaster WDB, Lehigh Valley WDB, Luzerne-Schuylkill Workforce Development Board, Montco Works, North Central WDB, Northern Tier WDB, Philadelphia Works, Poconos Counties WDB, SCPaWorks, South Central WDB, Southwest Corner WDB, Tri-County WDB, Wayne Pike Workforce Alliance, Westmoreland/Fayette WDB, and West Central Job Partnership.

Registered Apprenticeship (RA) Navigators

Nearly half of all Navigators trained to date are affiliated with the State's workforce system, further deepening KDP's relationships with state workforce boards. A total of 30 Navigators have been affiliated with the Commonwealth's workforce development system, including 24 from PA CareerLinks® and WDBs, and 6 from the PA Office of Vocational Rehabilitation (OVR). Several WDBs have supported Navigators working in their region's PA CareerLink® offices, including Philadelphia Works, the Luzerne-Schuylkill WDB, NWPA Job Connect, Poconos WDB, and the West Central WDB. Other WDBs have enrolled staff as Navigators directly, including Lancaster County WDB, SCPa Works, and the Northern Tier WDB.

Apprenticeship Building America (ABA) Grant

In 2022 KDP partnered with the ATO on its new 4-year ABA grant (*see ATO Spotlight*), with an overall goal of helping to embed a focus on apprenticeship within the PA's workforce system. KDP will manage the implementation of proposed activities over the life of the grant, working directly with local WDBs throughout the state to develop, enhance, and implement strategic plans to expand registered apprenticeship (RA) and pre-apprenticeship (Pre-RA) in their regions.

SCWDB Incumbent Worker Capacity Building

In addition to managing Southwest Corner WDB's IPs, KDP provides support and technical services to SCWDB staff, including facilitating employer and/or labor organization meetings to explain funding opportunities that support employee training programs for new and incumbent workers. Technical assistance to the WDB includes demonstrating ways to improve their Business Service Team's processes for employer engagement and to gain a better understanding of federal and state grant guidelines.

For more information, contact:

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