#Prepared4PA
Preparing Pennsylvania’s Workforce of the Future
www.prepared4pa.org

About the project:
Pennsylvania’s State System of Higher Education’s 14 universities offer innovative programs and opportunities that prepare students for successful lives and careers in the Commonwealth of Pennsylvania. A 2018 #Prepared4PA advocacy campaign highlighted the stories of students and alumni who have gone on to become successful contributing, responsible citizens. In 2019, the campaign brought awareness to the direct impact our universities have on local businesses and economies.

In November of 2019, the State System held a two-day workforce summit with 80 chief executives and human resources officers from across the Commonwealth. The summit identified the high-level skills and competencies needed within six industries across Pennsylvania.

The State System then received funding from The Lumina Foundation and The Strada Education Network to build detailed competency maps highlighting education and career pathways in high priority occupations (HPO) in each of the six industries. This work would also include documenting employer recognized credentials, including those offered by State System institutions and community colleges, that lead to employment in Pennsylvania’s HPOs. HPOs are aligned to six in-demand industry clusters:

- Advanced Manufacturing
- Agri-Business
- Information Technology
- Healthcare
- Finance & Business Services
- Energy

The work will begin with gathering labor market data from the State System and other sources, conducting a survey of Pennsylvania employers, academic, community and workforce stakeholders, and forming a cross-sector Steering Committee, along with Regional Working Groups for each of the four regions of Pennsylvania. To ensure that the final competency and pathway maps reflect employer needs, especially given rapid changes that have occurred due to COVID-19 and the disruption to the economy, Pennsylvania’s State System of Higher Education Foundation, in collaboration with the State System, will host a series of virtual Regional Workforce Assemblies in September 2020. The series will provide holistic forums where executives representing key industries within the Commonwealth can convene with academic, workforce and community leadership. They will learn about best practices, validate data on competencies and credentials, and form partnerships that improve access to educational opportunities and meaningful careers for Pennsylvanians.
**Timeline:**

1. Data gathering and formation of the Steering Committee and four Regional Working Groups (May-August 2020)
2. Four regional assemblies (September 2020)

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<thead>
<tr>
<th>Event</th>
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<th>Time</th>
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<tbody>
<tr>
<td>Kickoff</td>
<td>9/14/2020</td>
<td>9:00 a.m. – 10:30 a.m.</td>
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<tr>
<td>Western Region</td>
<td>9/15/2020</td>
<td>10:00 a.m. – 3:00 p.m.</td>
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<td>9/17/2020</td>
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<td>9/22/2020</td>
<td>10:00 a.m. – 3:00 p.m.</td>
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<td>Northern Region</td>
<td>9/24/2020</td>
<td>10:00 a.m. – 3:00 p.m.</td>
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3. Competency maps, taxonomies, and stackable credential pathways aligned to 3-5 HPOs within the six in-demand industry clusters (December 2020)
4. Short-term training pilot program implementation and evaluation across five institutions (September 2021)

**Regions:**

**Assembly Objectives:**

1. Validate with employers the skills and competencies for the top in-demand occupations within the four regional areas in 6 target industry clusters to inform development of competency maps.
2. Articulate employer expectations to inform talent development programs.
3. Understand regional differences across and within industry clusters.
4. Build partnerships with employers, workforce stakeholders and education providers across the state.
5. Identify the validated industry credentials that are aligned to the in-demand occupations.

**Outcomes:**

1. Apply the State System’s quality assurance framework (QAF) to the non-degree credentialing marketplace to drive continuous improvement with respect to student, institutional, and equity outcomes.
2. Creation of sustaining affordable, high-quality, employer approved and validated non-degree credentialing pathways that track directly to selected HPOs, attract non-traditional adult students, and demonstrably improve graduates’ position in the marketplace.
3. Generate a financially self-sustaining ecosystem of partners capable of responding to the changing nature of the workforce, particularly in response to COVID-19.