Penn State, with 25 campus locations and centers distributed in every Team PA region, offers workforce education through 102 associate degrees, 109 professionally oriented baccalaureate degrees, and 75 specialized certificates focused on specific occupational skills. In addition, hundreds of continuing education programs are developed and customized annually for those entering the workforce, currently in the workforce, or in transition. Specialized institutes provide research and training in several areas from adult literacy and criminal justice education to entrepreneurial market research for small businesses.

Penn State has a national reputation in continuing professional education, offering necessary training to update skills and knowledge in fields such as medicine, nursing, business, engineering, law, human resources, education, information technology, tourism and hotel and restaurant management, and agriculture and food processing.

Through a variety of outreach delivery systems, Penn State can design, customize, and deliver education and training programs anywhere in the state—at the work site, at home, or on campus. Opportunities for continuous learning are available through educational programs from certificates and associate degrees to continuing professional education. These programs are delivered through various formats, including classrooms, on-site, independent learning, and on-line instruction. In addition to programming through the Penn State World Campus, Independent Learning, campus colleges, and technical assistance support from Technology Transfer sites, Penn State’s Cooperative Extension offices provide outreach support in all 67 counties. Public Broadcasting provides yet another vehicle for disseminating workforce development-related programming. All these delivery mechanisms are integrated into the largest outreach organization in higher education in the country. Penn State is positioned to provide lifelong learning and skill
development to Pennsylvanians across the state enabling them to compete in today’s changing environment.
Penn State Colleges and Technology Transfer Sites
Listed by Team PA Regions

Northwest
Penn State Erie, Penn State Shenango, Technology Transfer Site

Erie
Penn State Erie, The Behrend College offers associate and baccalaureate degree programs, credit certificate programs, noncredit certificate programs, company-based professional development programs, Management Development Programs and Services, and a graduate degree program to meet workforce needs.

The Behrend College has developed an associate degree in manufacturing technology with focused options to serve industry needs and noncredit programs that meet the needs of companies in its service area. A wide variety of associate degrees and certificate programs are offered. Additionally, a Six Sigma Quality Training Program has been presented to employees of General Electric Transportation Systems (GETS).

Penn State Erie administers ten applied research centers, all of which include workforce development as part of their service delivery. They include:

Advanced Design Center. The center serves as a focal point for the development and transfer of computer-aided design technologies. It allows industrial firms to evaluate a wide range of designs and to gain access to applied design support services.

Blow Molding Consortium. The consortium serves the growing sector of the plastics industry that uses blow-molding technologies. It provides industry support in the areas of processing, educational programming, applied research, and in the application of computer simulation and analysis technologies.

Center for Mathematical Biology. The center coordinates, encourages, and promotes collaborative efforts between mathematicians and biologists.
Center for Organizational Research and Evaluation (CORE). The center was established to provide high-quality research and evaluation for the social service base of northwestern Pennsylvania.

Center for Process Manufacturing. The center’s mission is to advance knowledge relating to process-oriented planning and control systems by creating, applying, and disseminating knowledge related to process-oriented manufacturing.
Economic Research Institute of Erie. The purpose of the institute is to collect, analyze, interpret, and disseminate data and the resulting knowledge related to Erie County’s economy.

Electrical Design Center. The mission of the center is to provide state-of-the-art research and development and technology transfer support for companies and organizations located in the northwest Pennsylvania tri-state area.

Institute for Behavioral Research. The institute’s mission is to provide a better understanding of the multiple causes of criminal behavior, while promoting community safety, criminal offender reformation, and offender-community reconciliation.

Plastics Computer-Aided Engineering Center. The center serves as a plastic industry resource for the development and deployment of computer-aided engineering and design technologies.

Plastics Technology Deployment Center (PTDC). The center is federally funded as part of the National Institute of Standards and Technology’s Manufacturing Extension Partnership.

Penn State Erie has also developed the Knowledge Park at Penn State Erie, a 200-acre area of campus reserved for knowledge-based organizations, allowing them to locate near and take full advantage of the college’s intellectual and physical resources.

Shenango
The Penn State Shenango campus is heavily involved in local school-to-work initiatives and offers associate degrees designed to prepare students for careers in various competitive occupations. The associate degrees include Business Administration; Human Development and Family Studies; Letters, Arts, and Sciences; Mechanical Engineering Technology; Medical Laboratory Technology; Occupational Therapy Assistance; and Physical Therapy Assistance.

A program to provide technical training to new hires and current employees at Sharon Tube Company begins this year. This new
program will allow the company to remain competitive and grow in a global market. Additionally, the campus executive officer serves as an officer on the Board of Directors of Penn-Northwest Economic Development Corporation.

Technology Transfer
Both the Pennsylvania Technical Assistance Program (PENNTAP) and the Ben Franklin Technology Center of Central and Northern Pennsylvania have representatives at Penn State Erie who work in collaboration with the Plastics Technology Deployment Center, the Northwest Pennsylvania Industrial Resource Center (NWIRC), Team PA, the Northwest Regional Planning and Development Commission, and other service providers.

In partnership with the NWIRC, the Pennsylvania Hardwoods Development Council, and the U.S. Forest Service, a PENNTAP forest products technical specialist is providing technical assistance to wood industry firms in counties in the NWIRC and IMC (Industrial Modernization Center) regions.

Southwest Region
Penn State Beaver, New Kensington, McKeesport, and Fayette

Beaver
Penn State Beaver Continuing Education is involved in a number of workforce development activities including credit and noncredit programs, management development and organizational development programs, as well as organization-specific programs offered to meet workforce needs.

Beaver campus delivered a construction technology certificate program for employees of Mistick PBT in Pittsburgh, which was designed to build the skills of job supervisors in construction areas such as blueprint reading, HVAC, electrical systems, and structures in architecture. The campus assisted Allegheny Plastics in upgrading the skills of its group leaders through several Management Development workshops. Beaver offers associate degrees in Letters, Arts, and Sciences, and continuing
professional education offerings include real estate and professional engineering review courses.

The campus is an active participant in the Beaver County Industrial Support Network, providing training and educational services to current workforce members. Beaver provides literacy and basic skills support for employers and employees through Adult Literacy Action, a program whose partners include Continuing Education, Commonwealth College, and the Pennsylvania Department of Education.

**New Kensington**
The campus workforce development programs include Tech Prep, associate degrees, and training and professional development programs to meet the needs of workers in the area.

Penn State New Kensington has been actively involved in the Tech Prep program for eight years. The campus is working with the University of Pittsburgh’s Manufacturing Assistance Center to develop an associate degree program in manufacturing technology. The campus offers associate degrees in Business; Letters, Arts, and Sciences; several engineering technology programs; Medical Laboratory Technology; and Radiologic Technologist Radiographer. New Kensington also offers training programs such as an advanced electric technician training course as well as Professional Engineering Review courses.

Campus personnel are involved in the Westmoreland County Workforce Development initiative, and the Southwestern Pennsylvania Council for Workforce Development and the Private Industry Council have requested space to maintain an office on campus.

**McKeesport**
The campus involvement in workforce development includes Tech Prep, associate degrees, training for workers, and continuing education for practicing professionals.

The grant for the Southwestern Tech Prep Consortium is administered through Penn State McKeesport, and associate
degrees are offered at the campus, e.g., Business Administration; Letters, Arts, and Sciences; Electrical Engineering Technology; and Mechanical Engineering Technology. Additionally, McKeesport provides courses in partnership with several Colleges. Examples include the fasteners course, part of the “Mechanical Repairman Program” for U.S. Steel workers, and courses recommended for U.S. Steel personnel preparing to qualify as electrical repairmen.

The campus executive officer is a member of the Regional Workforce Development Initiative Oversight Committee. The purpose of the committee is to identify critical steps necessary to establish an organized workforce development system in Southwestern Pennsylvania. She serves as a member of the Working Together Consortium. The Consortium provides a venue for “one-stop shopping” for people looking at career and education options.

**Fayette**

Penn State Fayette offers Tech Prep, associate degrees, several certificate programs, and variety of continuing education programs focused on workforce development.

Current Tech Prep programs include Engineering Technology, Human Development and Family Studies, and Business Administration. A career fair was held for 8th-grade students in March, and career option tours for specific programs will be conducted. Fayette offers several certificate programs (Real Estate, Paralegal, and Administrative Secretaries). The campus offers continuing medical education, computer, management and food safety programs. The campus recently received a customized job training grant to provide team-building training for Berkley Surgical Corporation.

Fayette is involved with the Southwestern Tech Prep Consortium to develop Information Technology and Agricultural Business programs. All programs are reviewed by their business/industry Advisory Group to insure they incorporate new standards. The Fayette business education partnership is working toward the development of a one-stop career development marketplace.
Northcentral Region
Penn State DuBois, Technology Transfer Site

DuBois
Penn State DuBois is involved in many workforce development programs. The campus offers Tech Prep, associate and baccalaureate degrees, certificate programs, and professional development programs.

DuBois partners with the College of Education and Penn State Erie, The Behrend College to bring selected master’s degree programs to DuBois via distance education, serving professionals with advanced education needs. In addition to baccalaureate and associate degree programs, DuBois offers a wide variety of certificates, such as the 3 Cs—Communication, Computers, Cooperation; Children, Youth, and Family Services; several engineering technology certificates, as well as noncredit professional development program certificates. On-site programs and counseling activities include management and professional development programs for local clients, including specialized training for the powdered metal industry.

DuBois offers Tech Prep and is involved in school-to-work partnerships. Workforce development partnerships include Community Education Council of Elk and Cameron Counties, Northwest Pennsylvania Industrial Resource Center and North Central Pennsylvania Regional Planning and Development Commission (Ben Franklin Partnership, Customized Job Training, and Job Training Partnership).

DuBois is currently meeting with each of the Team PA interviewers in the region and providing information about Penn State outreach, including the Outreach Inventory and Web site information. DuBois intends to participate in local county-level steering committees whose roles are to develop and implement the one-stop career development marketplace.

Technology Transfer
Both PENNTAP and the Ben Franklin Technology Center have representatives at Penn State Erie who cover the Northcentral
Region and work in collaboration with the Northwest Pennsylvania Industrial Resource Center, Team PA, the North Central Regional Planning and Development Commission, and other service providers.

Northern Tier Region
Penn State Northern Tier Center, Technology Transfer Site

Penn State Northern Tier Center
Penn State Wilkes-Barre serves the Northern Tier counties from the Penn State Northern Tier Center in Sayre. The Center offers associate degrees, certificates, computer training, and management development programming.

The associate degrees offered include Business and Letters, Arts, and Sciences. Several certificate programs are available: Marketing, Business Management, Paralegal, and Management Information Systems. Real Estate Licensing courses, computer training and graduate credit for teachers are also available. Additionally, management development and technical courses for business and industry are offered to meet area workforce needs.

Technology Transfer
PENNTAP has a technical specialist located at the Northeast Pennsylvania Industrial Resource Center (NEPIRC) in Wilkes-Barre who covers the Northern Tier region and works in collaboration with NEPIRC, the Northeast Tier Ben Franklin Technology Center, Team PA, the Northern Tier Regional Planning and Development Commission, and other service providers.

Northeast Region
Penn State Wilkes-Barre, Hazleton, Schuylkill, Worthington Scranton,
Technology Transfer Site

Wilkes-Barre
Penn State Wilkes-Barre offers associate degrees, management development, on-site certificate and degree programs, and
noncredit workshops and certificates for professionals as well as programs on technical topics to meet workforce needs in the region.

The campus offers associate degrees in Business; Letters, Arts, and Sciences; Biomedical Engineering Technology; Electrical Engineering Technology; Surveying Technology; and Telecommunications Technology. Wilkes–Barre provides customized on-site management development programs, technical and diversity training for an average of 30 companies per year. An example is the campus' long-term relationship with Offset Paperback to provide training which has had an impact on the company's growth and ability to compete in a highly competitive marketplace. Other programming includes on-site certificate and degree programs and noncredit workshops and certificates for professionals and programs on technical topics.

Wilkes–Barre is involved in School-to-Work, Northeastern Pennsylvania Industrial Resource Council, and collaborates with PENNTAP, the Pennsylvania College of Technology, and Cooperative Extension to support local workforce development activities.

**Hazelton**

Penn State Hazelton offers vocationally oriented associate degree programs, Tech Prep programs, and continuing education activities that meet local workforce training needs. Hazelton offers associate degrees in Business; Letters, Arts, and Sciences; Medical Laboratory Technology; and Physical Therapy Assistance. The campus has Tech Prep articulation agreements with the Hazleton Area School District and a new agreement is to be signed with the Columbia-Montour Area Vocational-Technical School.

Other workforce development initiatives include credit and noncredit Continuing Education offerings. Hazelton offers certificate programs including International Trade, Paralegal, and AutoCAD. Management development programs and computer training are also offered.
Hazleton is participating with CAN DO, the local economic development group, the Hazleton Chamber, and area colleges to explore workforce needs assessments for the larger geographic area.

**Schuylkill**
Penn State Schuylkill offers three technical associate degrees (Electrical Engineering Technology, Radiologic Technologist, and Computer Science), as well as a master’s degree in training and development, coordinated with Penn State Harrisburg. The curriculum of the M.Ed. is designed to develop training roles used by business, industry, medicine, government, and the military.

**Worthington Scranton**
Penn State Worthington Scranton's workforce development efforts include customized on-site training, certificate programs, associate degrees, management development, and continuing professional education.

The campus provides contract training services for the Employment Opportunity Training Center, offers noncredit certificate programs (Paralegal, AutoCAD, fall 1999 Webmaster), Management Development Programs and Services, and mandatory continuing education requirements to numerous professionals in areas such as insurance, securities, real estate, and accounting. Programs are offered in partnership with several colleges. They include courses such as computer training, Real Estate Law, Legal Research, Supervisors Training, and Effective Business Writing. Associate degrees are offered in Business; Family Studies; Letters, Arts, and Sciences; and Occupational Therapy.

The campus keeps abreast of community needs through activities such as the Greater Scranton Chamber of Commerce and the Scranton Job Center’s Career Development Marketplace Taskforce. Worthington Scranton is involved with PENNTAP, the Ben Franklin Partnership’s Education Task Force, the Northeastern Pennsylvania Industrial Resource Center, and Cooperative Extension.

**Technology Transfer**
In partnership with the Northeast Pennsylvania Industrial Resource Center (NEPIRC), PENNTAP has a technical specialist located at the NEPIRC who works in collaboration with NEPIRC, the Northeast Tier Ben Franklin Technology Center, Team PA, the Economic Development Council of Northeastern Pennsylvania, and other service providers.

Central Region
University Park, Penn College, State College, Technology Transfer Site

University Park
University Park campus, located in the Central Region, offers a multitude of programs and has the unique ability to deliver programs across the state. These programs, delivered in partnership with the colleges and campuses—on-site or through a variety of media—are designed to meet regional and local workforce needs.

School of Information Sciences and Technology
The School of Information Sciences and Technology will facilitate the development of information sciences and technology (IST) programs at all locations and educational levels in the University. At the broadest level, this initiative should include undergraduate degree programs, graduate programs, minors, outreach programs (professional degrees and certificates), research programs, and general University-wide competencies that are consistent with the new directions in general education to be implemented in 1999.

Penn State currently offers a wide variety of IST-related programs across the Commonwealth, and the School of Information Sciences and Technology should complement and build upon these strengths. These existing academic resources include associate, baccalaureate, and graduate degrees and numerous research programs at one or more academic colleges represented at Penn State’s 23 campus locations and the Pennsylvania College of Technology.
Professional degree and certificate programs are vehicles to meet corporate needs for state-of-the-art education and training in technology. These programs themselves use the latest teaching and learning technologies, including Penn State’s World Campus. Internship and cooperative work programs should be developed to introduce ideas into host corporations or other organizations and to bring back ideas for curricular and technological changes to the University. The school should be a valuable source of expertise to Pennsylvania corporations. Professional associations, workshops, corporate advisory committees, and technology transfer activities should also provide mechanisms for the dissemination of information on new technologies.

The Smeal College of Business Administration
The Mary Jean and Frank P. Smeal College of Business Administration is very active in workforce development, offering many programs to meet the mandatory continuing education requirements of the workforce. The college offers certificate programs to update skills, and it offers programs for citizens who may want to start or change careers in such areas as Real Estate or Paralegal. College contacts with professionals insure there is a need for programs and that the content is current. Research is also undertaken in the college’s research centers and the results are shared with corporate associates who finance the activities of the centers.

Executive Programs in The Smeal College offer not only the standard programs but also customized programs. Similar offerings for individuals in middle management or supervisory levels in organizations are provided through the faculty involved in Management Development Programs and Services in Continuing Education. Education and training programs are targeted in the human resource management areas, leadership, management, and supervision. Noncredit certificate programs include Business Logistics, Marketing, Financial Management, Production Management, Project Management, Purchasing Management, and Supervisory Management. These programs are offered at locations across the state.
The Entrepreneurial Market Research Services Center provides marketing, financial, and management assistance to start-up and small businesses within thirty-eight rural counties in Pennsylvania.

The College of Agricultural Sciences

University Park
The College of Agricultural Sciences supports workforce development through a wide range of offerings. The college offers certificate programs to update the skills of various agriculturally related industries. Certificates are offered in areas such as dairy production medicine for veterinarians, safe food handling practices for commercial food handlers and inspectors, and sanitation updates for swimming pool inspectors. Short courses are provided to update industry, independent entrepreneurs, and suppliers about current production research and information relevant to agricultural businesses such as the Ice Cream Short Course. Research findings are distributed to major agricultural production segments, for example, the mushroom and dairy industry. A wide range of conferences are conducted on a yearly basis to assist agricultural businesses, farm managers, horticultural businesses, and agriservice businesses in managing and applying practices that increase productivity. Workforce and industry developments are a core dimension of the college’s outreach to maintain a strong and vital statewide agricultural economy.

The college, as a professional college, is directly involved in the development of Agricultural Vocational Education teachers. These graduates primarily remain in Pennsylvania as agricultural instructors in the public school system. In these roles, educators participate in yearly in-service training that provides current research on emerging agricultural trends and new teaching strategies and curriculum.

Cooperative Extension
Penn State Cooperative Extension provides educational outreach in all 67 counties of Pennsylvania. A portion of its nonformal
program delivery focuses upon workforce and economic development.

Cooperative Extension views workforce development from three perspectives: school-to-work, work-to-work, and welfare-to-work. School-to-work programs focus on the preparation of youth through nonformal programming to enter the workplace. Work-to-work programs prepare adults to enter an agricultural career or to remain successful in an agricultural business. Welfare-to-work programs focus on providing low-income individuals with the skills needed to function successfully in the workplace and at home.

Through statewide youth educational programming that includes career exploration experiences and 4-H projects, youth learn the technical and soft skills needed to be successful in today’s work world. 4-H/youth development programs engage nearly 150,000 Pennsylvania young people in learning experiences that assist in preparing them to be competitive in the workplace.

Cooperative Extension county educators conduct a wide range of educational programs that assist individuals in maintaining economic viability. Work-to-work programs focus upon providing the information and skills needed to start, maintain, or expand employment and businesses. Examples of statewide programs available in every one of Pennsylvania’s 67 counties are the certification programs in pesticide usage, safe food handling, and family child care business operation. A wide range of other programs that address locally identified work-related educational needs are conducted. Examples of some of these are: specialized computer financial management programs that enhance farming operations; programs that support the profitability and management of dairy, poultry, and livestock and greenhouse and vegetable production; and training in how to organize and open a small business. Other programs responsive to the needs of local and regional industry segments are conducted. County Cooperative Extension educators conduct programs on an ongoing basis that address the broad range of the green industry, landscaping and turf management, and forestry industry’s needs.
for current research based on technical information that drives their industry’s production.

At the local level, Cooperative Extension works in the area of community development by assisting local government and community planners in economic development programming. Business retention and expansion is a major program across the state. Providing training for local officials that assist them in maintaining and enhancing economic and employment opportunities within communities is locally focused but conducted statewide.

Welfare-to-work educational programs are conducted in collaboration with local agencies. Cooperative Extension county educators provide a wide range of programs that teach low-income individuals the basic soft skills of decision making, goal setting, communication, and teamwork, skills needed to function successfully in today’s work world. Assisting individuals in learning as well as agency trainers to teach the skills of balancing work and family prepares the low-income population to obtain and retain employment. Training programs that teach better child care practices are available statewide at the local level to insure that children are cared for in a quality environment and workers can maintain full-time employment.

The College of the Liberal Arts
The view in Liberal Arts is that the extension of science and technology to industrial and practitioner communities must be accompanied by an examination of the values, needs, aspirations, and dilemmas that make us human and that are embodied in the liberal arts. This core dimension sets University outreach apart from other providers of educational services to working adults.

Several units in the college have direct involvement in workforce development issues. Labor Education, an outreach function of the Department of Labor Studies and Industrial Relations, dedicates faculty to teaching labor and labor-management workshops across the Commonwealth. Faculty serve diverse audiences from iron workers in Erie to garment workers in Scranton. Program examples include Computer Skills, Labor Law, Workplace
Violence, Union Values, Shop Steward Training, and Sexual Harassment.

The Institute for Criminal Justice Education and Research offers intensive leadership institutes for Police Executive Development and Police Supervisor In-service Training. Additionally, Liberal Arts faculty offer programs through Management Development Programs and Services, and teachers enroll in Liberal Arts courses to fulfill continuing education units.

The Eberly College of Science

The Eberly College of Science (ECoS) has initiated its Education and Training Institute which is directed to four clienteles, one of which is the corporate sector. Workforce development is a critical activity for the college addressed specifically to that sector. ECoS provides programs that both enhance students’ workplace experience through cooperative education opportunities and the continuing education needs of those in the workforce. The ECoS programs currently in progress include Cooperative Education, the Statistical Consulting Center, the Biotechnology Workshops, the Hewlett-Packard Analytical Training Programs, and the Chromatography Workshops.

The Cooperative Education program provides students with employment opportunities to gain experience and job skills. These programs also provide companies with access to an educated labor pool. Several ECoS programs provide training that brings together industry experts and current industry employees. The college offers Biotechnology Workshops and Gas and Liquid Chromatography Workshops, providing laboratory technicians with training focused on current needs. The college and Continuing Education, in partnership with Hewlett-Packard, initiated an analytical training program with the opportunity to earn continuing education units (CEUs) from Penn State. This unique program provides practicing chemists with training in systems operation, maintenance, troubleshooting, and principles associated with the analytical techniques of gas and liquid chromatography. As part of a multiyear National Science Foundation grant for the integration of mathematics research and education, the Department of Mathematics will develop
educational programs and relationships to help business and industry and their employees apply and use mathematical tools and concepts. Additionally, the Astronomy and Physics departments strengthen the professional development of Pennsylvania educators by operating summer workshops that allow teachers to interact with and learn from active researchers in these subject areas.

The College of Engineering
The College of Engineering is currently involved with all aspects of workforce development, including certificate programs, associate degree programs (1,200 enrollments), baccalaureate degree engineering programs (7,200 enrollments), and graduate degree programs. The college also provides numerous conferences, short courses, noncredit programs, and customized services.

A current program example is the linkage between Penn College and the Material Research Institute (MRI). Graduates of this program enter the workforce as technicians in the semiconductor manufacturing industry. The College is currently working with the MRI to expand this program to other Penn State locations in response to an identified statewide shortage of qualified production workers in the industry.

The College of Engineering was instrumental in the Penn State Tech Prep initiative. This program provides a seamless transition from high school to an associate degree program in engineering technology and is offered statewide.

The college offers the Geographic Information Systems (GIS) Certificate Program. This program, offered through the World Campus, provides the opportunity for individuals to become both skillful and knowledgeable in the use of geographic data and information technologies. The college has partnered with others in developing a common curriculum for a noncredit Webmaster Certificate Program to be offered throughout the state to meet increased workforce needs in this area. Another program example is the HEC-RAS River Analysis Training Program, a course dealing with the calculation of water surface profiles for steady,
gradually varied flow. The partners involved in this program included Penn State Harrisburg and the Pennsylvania Department of Environmental Protection.

**College of Earth and Mineral Sciences**
The college has been involved in the coal mining industry with a number of short courses offered by the Department of Mineral Engineering (now Energy and Geoenvironmental Engineering). Additionally, the Geographic Information Systems (GIS) Certificate Program, being offered through the World Campus, began in January 1999, and discussions continue with various Pennsylvania agencies to provide the program to employees.

Course examples include the Miner Health and Safety Training Program designed in partnership with the U.S. Department of Labor and the Pennsylvania Department of Environmental Protection to fulfill the requirements of the Bureau of Deep Mine Safety; Principles of Underground Coal Mining; Acid Mine Drainage Formation and Abatement; and the Review Course for Professional Engineering Examination of Mining/ Mineral Engineers. This course is designed to prepare candidates for the Professional Engineering Exam on mining engineering—a refresher course on the topics often found on a typical examination.

**The College of Health and Human Development**
The college involvement in workforce development includes associate degrees, certificate programs, and continuing professional education offered through a variety of delivery formats.

The associate degree program in Hotel, Restaurant, and Institutional Management, offered through the World Campus, is designed for individuals currently employed in commercial food service and other hospitality positions. The program assists participants in preparing for a supervisory position in hospitality management. The workplace is the primary site where participants complete their mentored assignments in a real-life setting.
The college offers several certificate programs through Independent Learning. The Dietary Manager Certificate Program prepares students for entry-level supervisory positions, and the Dietetics and Aging Certificate enables graduates to assist in the provision of food and nutrition services to clients in senior citizen centers, area agencies on aging, assisted-living facilities, nursing homes, and other programs for the elderly. The Adult Development and Aging Services Certificate prepares students for various positions in nursing homes, area agencies on aging, and assisted-living facilities.

The Bridge to Excellence Teleconferences, a series of video teleconferences, trained professionals working in Women, Infants, and Children (WIC) programs throughout the United States in the specific skills necessary for counseling WIC recipients. Partners included the Nutrition and Dietetics Initiative, Penn State Public Broadcasting, USDA Food and Consumer Service, Special Supplemental Nutrition Program for Women, Infants, and Children (WIC), Penn State Nutrition Center, and the H.J. Heinz Foundation. Additionally, the college offers an annual conference, “Strategies for Successful Education of Health Care Providers,” designed for secondary vocational educators (Licensed Practical Nurse, certified nursing assistant, and dental hygienist programs) and long-term care staff development personnel. It provides educational and classroom management techniques as well as personal development strategies.

The College of Education
The College of Education, as a professional college, is directly involved in workforce development in that the majority of graduates of the college (90 percent) enter the workforce in the field of education, primarily in Pennsylvania. Several departments of the college are involved with career guidance and workforce education as well as institutes and centers that provide research on a variety of educational issues. Additionally, grants, workshops, and conferences focus on developing literacy skills in the workforce, upgrading specific skills of workers, and providing continuing education.
The Workforce Education and Development Program in the college prepares individuals for work in workforce development programs in business and industry and prepares teachers for programs in schools and community colleges. The Counselor Education Chemical Dependency Program Certificate, a structured series of chemical dependency-related course work, is designed to prepare students to work in schools, hospitals, mental health centers, and community services or treatment agencies to counsel, treat, or educate those with problems associated with chemical dependency. The program is responsible to the external requirements leading to professional certification by the Pennsylvania Drug and Alcohol Certification Board.

The Institute for the Study of Adult Literacy serves as a vehicle for using the resources of the University to address issues related to adult literacy. Each research project results in a practical application in the field. The Institute for Research in Training and Development, focused on employee training and organization development, conducts and disseminates research and services to business and industry. Several research centers in the college support schools, implementing training programs and projects. Several examples include the Center for Total Quality Schools, the Institute for Reinvention of Education, and the Pennsylvania School Study Council.

The “Atotec University” provides an example of a training program established to provide cultural training and technical training for employees of Atotec based on needs. Many continuing professional education workshops and conferences are also offered. A recent offering is the Cooperative Vocational Education Conference that focused on the relationship between education, business, and industry. Participants discussed successful strategies, school-to-career programs, and the creation of networks for information exchange.

The College of Arts and Architecture
The college’s involvement in workforce development is primarily in the area of continuing professional education.
Continuing professional education efforts include conferences and workshops for music educators and art educators and professional development programs for architects and landscape architects. The recent establishment of the Stuckeman Center for Design Computing provides an opportunity for delivering programs to professionals in architecture and landscape architecture. The Hamer Center for Community Design Assistance provides outreach programming and assistance on a variety of physical design needs in communities across the Commonwealth. The Center for Watershed Stewardship provides outreach programming for local watershed organizations and associations in the area of design, analysis, and protection of local watersheds. The Center for Studies in Landscape History provides conferences and symposia on aspects of landscape history.

The College of Communications
The college, established in 1995, provides workforce development opportunities for its graduates and others interested in communications and related fields. The Communications Law Institute offers a forum for discussion of First Amendment issues. It is co-sponsored by the Pennsylvania Center for the First Amendment. A new initiative, the Summer Institute for New Editors, is designed to provide information and skills for editors from small, medium-sized, and metro papers as they transition from journalists to supervising the work of other journalists.

Pennsylvania College of Technology
Outreach education and training extends Penn College credit and noncredit programming, courses, seminars, and workshops to location-bound students, companies, and organizations to increase worker skills. More than 8,000 clients and students from more than 400 companies statewide, nationally, and internationally were served during 1997–98.

Associate degree programs are offered at several remote sites in Pennsylvania, involving 61 students from 10 companies. Distance learning and educational technology methods provided courses to bachelor’s degree students in Automotive Technology Management, Technology Management, and Dental Hygiene.
Distance technologies were used to deliver instruction to 505 students throughout the state. The Plastics Manufacturing Center also provides plastics product development and training services to companies. The center offers workshops for technicians and managers.

The Technology Training Center (TTC) provides noncredit workforce development programming and courses to individual students, public organizations, and companies. The TTC has training facilities in several locations and provides training to 325 companies. Examples of programs and services include: A+ Computer Repair Certification, Weatherization Training Center, Textron Lycoming Piston Engine Service School, AutoCAD Training Center, and National Workplace Literacy.

Funding for workforce development has been received from many sources, such as Perkins Vocational and Applied Technology Education Act, School-to-Work Opportunities Act, Ben Franklin Partnership Act, and the Low Income Home Energy Assistance Act (LIHEAP) and the Department of Energy for Weatherization Training Center operations.

**State College Continuing Education**

The State College Office has offered a wide range of computer programs over the past several years, and the Webmaster Certificate was offered for the first time in spring 1999. Plans are also under way to offer courses leading to the Microsoft Certification. State College is working with Cooperative Extension and the Potter County Educational Council to provide computer training to Potter County’s largest employer, Hyperion/Adelphia Cable. Additionally, the State College Office is partnering with the Small Business Development Center at the University Park campus and Cooperative Extension in Mifflin County to produce a program for individuals interested in starting their own businesses.

The Pennsylvania School-to-Work Technical Assistance and Resource Center, located within Continuing Education at Penn State, is jointly administered by the Community and Economic Development, Education, and Labor and Industry Departments.
This effort encourages partnerships among employers, educators, agencies, communities, students, parents, and others to build a high-quality school-to-work system to prepare young people for the challenges in the changing world of work.

**Technology Transfer**

Both PENNTAP and the Ben Franklin Technology Center (BFTC) of Central and Northern Pennsylvania are located at the University Park campus. PENNTAP has three technical specialists and a technical librarian who provide technical assistance and information to businesses statewide from their University Park location. PENNTAP and the BFTC work in collaboration with the Industrial Modernization Center (IMC), Team PA, SEDA-COG, and other service providers. In partnership with IMC, the PENNTAP computer technical specialist is providing information technology-related assistance to manufacturers in counties in the IMC region.

PENNTAP with support from Penn State Outreach is providing free Y2K preliminary computer assessments to small businesses throughout the state.

The Penn State Small Business Development Center located at University Park provides free, confidential business management consulting services and information to prospective, new, and established small businesses in Centre and Mifflin counties.

**Southern Alleghenies Region**

*Penn State Altoona, Technology Transfer Site*

**Altoona**

Penn State Altoona workforce development involves Tech Prep, associate and baccalaureate degrees, and certificate programs that address the needs of the area.

Altoona’s most recent involvement in workforce development includes several activities. A job developer and school-to-work coordinator and the director of the Career Services Office visit companies and organizations to coordinate job and/or internship opportunities for students. Altoona has Tech Prep articulation
agreements in schools in the area, which provide a path from secondary school to associate degree to workforce. A growing array of associate and baccalaureate degrees are available.

Management development programs are provided to a wide variety of organizations in the region, including Bedford, Cambria, and Blair counties. Credit certificate and degrees programs are provided for Conrail and JLG Industries, and certificate programs are offered at several off-campus locations. A variety of health care-related certification courses are also available. Numerous courses for public consumption related to employee development are offered, including information technology programming, engineering-related courses and health/safety (OSHA) programs. Additionally, credit course work is offered at the graduate level, including a collaborative M.Ed. in Curriculum and Instruction with the College of Education.

Partnerships with organizations include the Chambers of Commerce, Economic Development entities, public agencies, and other educational institutions. New program proposals require an assessment which includes an analysis of job opportunities in the service area and throughout the state.

**Technology Transfer**
PENNTAP and Ben Franklin Technology Center of Central and Northern Pennsylvania representatives located at University Park serve counties in the Southern Alleghenies region and make referrals to and from other service providers including the Southern Alleghenies Planning and Development Commission.
Mont Alto

Penn State Mont Alto is currently involved in a substantial number of workforce development initiatives. These initiatives include a wide variety of programs from school-to-work, Tech Prep programs, and basic skills training to certificate programs, customized job training and corporate-site training. The campus offers nondegree and associate programs, such as Business Administration; Forest Technology; Family Studies; Letters, Arts, and Sciences; Occupational Therapy; and Physical Therapist Assistance. Mont Alto is also involved in Letterkenny Army Depot reorganization, literacy training, and training consortia.

The most recent initiative is the opening of a satellite of Mont Alto at the Chambersburg Mall. This center, dedicated to workforce development, has been offered as one of the one-stop shopping centers through Team PA. The center will offer the Healthy Communities Library/Reading Room devoted to health and wellness, a high-end technology classroom for computer training, seminar room for professional continuing education classes, and a lecture room for traditional class offerings.

Mont Alto has multiple relationships with Team PA and Human Resources Development organizations. The campus is currently involved in both local and regional efforts, including regional and local involvement with the CareerLink program, the corporate calling program, as well as steering committee involvement in both Adams and Franklin counties.

York

Penn State York currently offers associate degree programs, certificate programs, and customized training programs to meet the needs of local businesses.

The associate degrees include Mechanical Engineering Technology, Electrical Engineering Technology, Business Administration, and
Computer Science/Information Systems Technology. Several new associate degrees are under development including a new degree in Manufacturing Technology (in cooperation with Penn State Erie), which will provide options in specific industry clusters, including plastics and metal-working. Advisory groups made up of business, industry, and community leaders provide input to all of these programs. Numerous credit and noncredit certificate programs are available for professional development. Since 1987, the campus has extended various credit and noncredit programs to residents of Lancaster County via its Lancaster Center. Each semester, credit certificates are offered at business sites throughout the counties for nearly 300 employees of area companies. Customized training programs designed for area businesses provide training for hundreds more workers each year.

York is involved in collaboration and partnership-building with community, education, business, and government agencies for workforce development. York co-founded Partners in Education with Crispus Attucks Association, a focused economic and community development consortium to increase workforce development and learning opportunities in center-city. Various federal and state-funded initiatives have developed from this program. For the past eight years, the campus has been a subcontracted training provider for the Department of Public Welfare (DPW), providing required professional development for staff of DPW-licensed child care centers. Most recently, York has been selected as the only non-community college institution to participate in the Pennsylvania Department of Public Welfare’s Project T.E.A.C.H. pilot initiative. Other activities include a collaborative master’s degree (offered jointly with Penn State Harrisburg) for teachers in the K-12 education community. Currently more than 250 teachers are enrolled in this program.

The campus is extremely active in business/government partnerships, including the York County Industrial Education Consortium, York County Training Partnership, local chambers of commerce, MANTEC—the Industrial Resource Center, York County Office of Employment and Training, the York County Alliance for Learning (school-to-work), and many others.
A major new business/government/education partnership at York is the industry-led South Central Pennsylvania Plastics Education Consortium, coordinated by the York campus with funding support from the Ben Franklin Partnership program and MANTEC. This group has overseen the development of the plastics technology program at York and an operator training program at the York County Area Vocational-Technical School. A world-class skills training center (“learning factory”) is in the planning stages in collaboration with the York County Economic Development Corporation, York Vo-Tech, and area industry.

York is a local workforce development provider for Team PA and participates in periodic regional and local meetings, and has met with local interviewers. The campus has received occasional referrals from Team PA. Funding streams include primarily Ben Franklin funds and IRC support for manufacturing-oriented technical efforts, Department of Public Welfare for child care initiatives, as well as JTPA, the Office of Vocational Rehabilitation, and Perkins funds for a growing population of special needs and economically disadvantaged students.

**Harrisburg**

Penn State Harrisburg offers information technology workshops in Harrisburg at the Eastgate Center’s computer lab, specifically in new and emerging applications and areas of interest such as Visual Basic, Toolbox, and webmaster training. Graduate certificates are available in Chemical Dependency, Principal Certification, Public Budgeting and Finance, Computer Information Systems, and Training and Development. Beginning fall 1999, Harrisburg will offer certificate programs in Customer Relations and Business Management in Saturday-only formats at the Eastgate Center.

Harrisburg has an ongoing partnership with the Department of Defense, offering the 42-credit professional Management Information Systems Certificate at NAVICP in Mechanicsburg. This certificate programs is wholly transferable into a baccalaureate program in the same field.
One of the most successful outreach efforts in workforce development at Harrisburg is the management academy. The college has ongoing relationships for academies with PennDOT, the PUC, Giant Foods, and other public sector and corporate clients. Advanced degrees on-site are also popular. Currently Penn State Harrisburg is in the planning stages of on-site MBA programs at two possible locations: Venator in Camp Hill and Ingersoll-Rand in Shippensburg (partnering with Penn State Mont Alto at the latter site). Finally, the college is partnered with the Pennsylvania National Guard to offer the training and development certificate program originating at Fort Indiantown Gap through the Guard's distance education capability.

Milton S. Hershey Medical Center
The Penn State College of Medicine at The Milton S. Hershey Medical Center is involved in a variety of workforce development programs, from skills training for health care professionals to continuing medical education for physicians across the state. The Hospital Outreach program conducts approximately 200 presentations per year for more than 1,000 community physicians at hospitals throughout Pennsylvania. These presentations range in content from air flight processes and procedures to the latest treatment options for disease and illness. Continuing education programs are offered for health care professionals, including paramedics, nurses, technicians, and health care providers.

Dickinson School of Law
The Dickinson School of Law of The Pennsylvania State University prepares men and women to be outstanding lawyers. Its curriculum balances the theoretical and the practical. An early leader in clinical education, Dickinson School of Law provides students with the opportunity to gain hands-on experience through its in-house Family Law, Disability Law, and Arts, Sports, and Entertainment Law Clinics and through off-campus Field Placement Clinics. Through its Agricultural Law Center, the School of Law provides educational programs, information, and materials to those involved in or interested in the agricultural industry. The School of Law offers a multitude of continuing legal education programs for practicing attorneys throughout the Commonwealth.
Technology Transfer

In partnership with MANTEC (the regional industrial resource center), PENNTAP has an environmental technical specialist located at MANTEC in York. The Ben Franklin Technology Center has an office at Penn State Harrisburg. They work in collaboration with MANTEC, Team PA and other service providers.

In partnership with the Pennsylvania Department of Environmental Protection, PENNTAP acts as the administrator/coordinator for the statewide Pennsylvania Environmental Assistance Network (PEAN). The PEAN administrator is located at Penn State Eastgate Center in Harrisburg.

Lehigh Valley Region

Penn State Berks–Lehigh Valley, Technology Transfer Site

Berks–Lehigh Valley

Penn State Lehigh Valley, along with an Allentown community service agency, has been awarded several contracts from the Pennsylvania Department of Welfare to conduct intensive welfare-to-work programs. Through Continuing Education, the campus is working with the Hispanic American Organization (HAO), local community colleges, the local vocational-technical school, and Penn College to develop programs for training clients to enter the workforce. Displaced worker training is also provided in partnership with HAO, including programs in medical terminology, customer service, bookkeeping, nursing assistant, and communication skills.

Additionally, the Berks–Lehigh College has a close working relationship with Lucent Technologies. Penn State supports two Enhanced Learning Centers at both the Breinigsville and Reading manufacturing facilities. These centers are made possible through funding provided by ETOP (Enhanced Training Opportunities Program) Partnership, a joint labor management program between Lucent and the International Brotherhood of Electrical Workers (IBEW). At these centers, Penn State employs
full-time counselors to work with employees in meeting their goals.

Berks currently has two CJT grants totaling $540,000 to conduct training projects. The first, which the campus sponsors with the 20-member Food Manufacturer’s Training Consortium, provides training on topics ranging from food safety to ergonomics and computer skills enhancement. The second grant, with a manufacturer of men’s suits in the city of Reading (H. Oritsky, who employs a large number of Latinos and Hispanics), will assist the company in implementing an advanced manufacturing system in support of a new product line.

The Berks campus developed a new noncredit certificate this year to meet a critical training need of the local area. The program is called the PLC (programmable logic controllers) for Industry Certificate. It was developed by full- and part-time faculty of the campus with the support of local industry. Courses are held in a newly opened state-of-the-art PLC lab. The program has been very popular with sections filling up and new sections being added.

Penn State Management Development Programs and Services provides customized training programs to approximately 50 industries, health care facilities, and social service agencies in the area.

Berks–Lehigh has received Ben Franklin grants each year since 1987 for training and entrepreneurial development activities and has also received IRC funding each year since 1989 to support training activities.

**Technology Transfer**

In partnership with the Manufacturers Resource Center (the regional industrial resource center), PENNTAP has an environmental technical specialist located at MRC on the Lehigh University campus in Bethlehem and who works in collaboration with the MRC and other service providers.
Southeast Region
Penn State Great Valley, Abington, Delaware County,
Technology Transfer Site (2)
Penn State Berks (see Berks–Lehigh Valley)

Great Valley
Penn State Great Valley is a special mission campus serving working professionals and their organizations through graduate-level resident instruction and on-site programs. Graduate programs are offered in Engineering, Information Science, Business Administration, and Education. Great Valley collaborates with other campuses, including Abington, Lehigh Valley, and York, to provide courses leading to master’s degrees and certification. Noncredit technology courses and certificates are also offered.

Continuing Education activities include contracted training programs and technology training. Noncredit technology courses are offered to students employed at a variety of companies. Great Valley has been engaged in the rapid deployment of courses and certificates consistent with the findings of the information technology training needs assessment for the Southeast Region. Several examples include UNIX System and C/C++ Certificate Program, Client/Server Technology Certificate Program, Webmaster, Applications Development, Programming for the Web, and Database Development.

Abington
Penn State Abington provides tailored on-site training programs that help address workforce development issues of companies in Bucks, Montgomery, and Philadelphia counties. Abington also provides a series of on-site credit and noncredit programs. Recent programmatic examples include: supervisory training at Calkins Newspapers and SPS Technologies; team training for managers at Webcraft Technologies; on-site credit certificates in business at the Defense Industrial Supply Center and General Instrument; and a credit Customer Relations Certificate at The Hartford.
Penn State Abington partners with the Abington School District to provide teacher training (mostly technology-focused) and to promote the arts in the Abington area. Abington initiated a partnership between the college, Abington Township, and the Eastern Montgomery Chamber of Commerce to create a business resource center and incubator. This project, called Business Resource and Incubator Center (BRIC), has been presented to local and state legislators and has gained the support of Bell Atlantic in the course of its development. BRIC seeks to encourage partnerships and collaborations in the eastern Montgomery County region.

Additionally, Penn State Abington maintains a large noncredit on-campus evening program with more than 80 professional development courses offered each semester. The Health Care Seminar Series, Accountants Forum, and Insurance updates each address a particular profession’s need to remain current in their field.

**Delaware County**
Penn State Delaware County offers associate degrees in Business Administration and Letters, Arts, and Sciences; management development programs for working professionals; and works with partners in the region to provide technical training to enhance the workforce.

Continuing Education has worked closely with the OET’S and Private Industry Councils of the surrounding counties to enroll dislocated workers in technology courses. Boeing employees continually register for technology course offerings. Additionally, Delaware campus is collaborating with Penn College to offer a CNST program, and Delaware campus and Penn College are working with Germantown Settlement on a long-term technology training program.

**Technology Transfer**
In partnership with the Delaware Valley Industrial Resource Center, PENNTAP has an environmental technical specialist located at the DVIRC in northeast Philadelphia. Another PENNTAP technical specialist is located at Penn State Great Valley. Both
of these individuals work in collaboration with DVIRC, the Ben Franklin Technology Center (BFTC) of Southeastern Pennsylvania, and other service providers.

PENNTAP also supports the Federal Technology Access Program (FedTAP) of the BFTC, which links technology companies with resources and expertise at federal laboratories.