



Richard Bloomingdale
Chairman of the Board

Frank Snyder
Treasurer

KDP Services

PROJECT MANAGEMENT

KDP provides program management for unions, employers, and government agencies. KDP offers proposal writing and grant management for unions and companies to form industry partnerships. Workforce Investment Boards hired KDP to manage Industry Partnerships across Pennsylvania. Local unions contracted KDP for safety campaigns, preparation for negotiations, and community outreach.

WORKFORCE DEVELOPMENT

KDP's curriculum development process is adaptable for employers and unions in a variety of industries. KDP works with subject matter experts to design curriculum and customize training. Our programs in public transportation, logistics, utility, manufacturing, and construction industries supported classes for thousands of Pennsylvania workers to meet the needs of emerging technology. The curriculum that is tailored for training current employees can be used for apprenticeships and pre-employment programs.

ORGANIZATION DEVELOPMENT

KDP offers solutions for work related challenges and strategic planning. KDP facilitates team building for project planning and implementation. Experienced in group development, KDP has assisted unions and community organizations to develop campaigns and build capacity to meet their goals. KDP provides workshops in Conflict Management and Leadership Development using the Meyers-Briggs Personality Type Indicator.

FISCAL MANAGEMENT

KDP has an excellent record for grant administration and audit preparation. KDP has managed grants totaling over \$10 million. KDP provides accounting of fiscal activity on federal, state, and local projects, as well as private foundation grants. KDP safeguards assets, assures reliability of accounting data, and complies with management policies, grant terms, and conditions. KDP can serve as a CFO for proper accountability.

KDP WORKS.ORG

In 2004, the Pennsylvania AFL-CIO created the Keystone Development Partnership (KDP), a 501(c)(3) organization, to assist unions and their employers to form and sustain labor-management training programs.

Who We Are

Stuart Bass, Executive Director, Philadelphia: Project Manager, Strategic Planning, Industry Partnership Manager, Curriculum Development, Masters of Science in Organization Development, and Certified MBTI® Trainer.



(215) 732-7476 Ext. 21 sbass@kdpworks.org

John Tkach, Director of Projects, Pittsburgh: Project Manager, Industry Partnership Manager, Curriculum Development, Program Development, Government Intermediary.



(412) 849-5204 jtkach@kdpworks.org

HARRISBURG ADMINISTRATIVE OFFICE

Risë Enoch, Contract Manager: Former Workforce Development Analyst with the PA Department of Labor & Industry. Ensures compliance with federal, state, and local laws, regulations, and restrictions.



(717) 231-2864 renoch@kdpworks.org

Mary Jensik, CPA, Fiscal Manager: Experience in auditing and accounting services in the public, private and government sectors, QuickBooks professional certification, Former PA Director of the Bureau of Federal Audits.



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THE KDP MISSION:

Develop and sustain organizations that address community and workforce programs, to promote labor management cooperation, and to better serve the public.



KDP Forms Labor-Management Training Committees to:

- **Maintain oversight to ensure that training priorities are met**
- **Evaluate curriculum, instructors, and outcomes**
- **Set training delivery timetables**
- **Provide direction on project activities**
- **Benchmark progress**
- **Evaluate and document the overall effectiveness of the training program**

WORKING SMARTER WORKING TOGETHER

Team Building: The KDP process separates divisive workplace issues that get in the way of developing joint training programs. This focus on training refers other issues to be addressed through appropriate channels.

KDP provides certified Meyers-Briggs Personality Type Indicator® training for team building, conflict management, and to improve communication

Problem Solving: KDP processes ensure that the team can overcome obstacles. Joint decision-making gives workers and managers incentive to work together and share their industry expertise.

Commitment: As part of the KDP process, participants develop dedication to building the knowledge and work skills of the company. KDP programs encourage free and open exchange of concerns and solutions.

www.kdpworks.org

KDP's qualified staff assists unions and their employers to:

DEFINE TRAINING PRIORITIES

DEVELOP CURRICULUM

CUSTOMIZE TRAINING

IDENTIFY TRAINERS AND

IMPROVE MENTOR PROGRAMS

KDP staff works with managers and workers to define skill needs for jobs to determine what training to develop and deliver. Curriculum is based on the skills identified in job profiles.

The KDP process starts with a benchmark for current training practices and the potential return on investment. Programs are most successful when led by Labor Management Training Committees.

KDP offers train-the-trainer sessions. Working with subject matter experts, KDP helps to formalize mentor programs that support classroom learning with On-the-Job Training.

Joint Apprenticeships and employers value KDP's services and contributed a portion of reimbursements to sustain programs.



WHAT PEOPLE SAY ABOUT KEYSTONE DEVELOPMENT PARTNERSHIP

"The Keystone Development Partnership has a proven track record in the Transportation Industry and we are now seeing this success transferred to the Utility Industry."

Michael Welsh, International Brotherhood of Electrical Workers (IBEW) International Representative Third District

"IBEW Local 126 OSHE would like to thank KDP for involving us with the Keystone Utilities Partnership again. Thanks to you and the partnership, we trained our members in vital training programs as well as absorbing some of the costs associated with quality training"

IBEW Local 126 O.S.H.E. Director Steve Lutz

"At our recent staff retreat, the Meyers-Briggs course was both fun and insightful. The training gave us a chance to learn more about ourselves, both individually and as a collective of people working together. We walked away with a greater appreciation for one another's strengths as well as tools for stronger and clearer communication."

Rebekah Phillips, Co-Executive Director Media Mobilizing Project