

CASE STUDY: College-Wide Emerging Industry Workforce Strategy

Situation

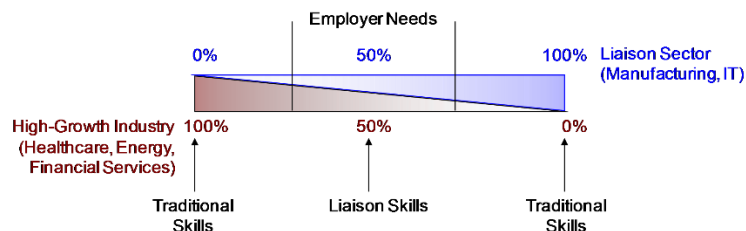
The Community College of Allegheny County (CCAC) was looking to enhance southwestern Pennsylvania's economic competitiveness by identifying potential high-growth industries and related emerging workforce needs. CCAC, through its Allegheny County Workforce Alliance, commissioned a study to strengthen their workforce development initiatives and to prioritize opportunities to affect human capital needs in the Pittsburgh region.

Solution

The Hill Group partnered with CCAC to conduct the study. The study brought to light the acute need for training programs in southwestern Pennsylvania that prepared students with skills and competencies beyond traditionally defined occupation requirements. The Hill Group's research furthered CCAC's role as a key connector between industry and workers and as a regional leader in preparing individuals for emerging career opportunities.

The Hill Group identified healthcare and life sciences, energy, and financial services and insurance as key high-growth industries for the Pittsburgh region. The greatest promise for growth in employment was located at the convergence of these industries with the manufacturing and/or information technology sectors. The study found that these "Nexus Industries" will require workers with skills that straddle both worlds, mixing a knowledge of the terms, concepts, and operations of the high-growth field with strong competencies in manufacturing and/or information technology.

As a result of the study, CCAC worked with employers and organized labor to identify enhancements to course offerings and to develop new training programs to meet the workforce needs of the high growth Nexus Industries.



Results

- Identified emerging, high-growth "Nexus Industries"
- Articulated "liaison skills" that enable individuals to use the knowledge base of one industry to serve the specific needs of another
- Defined skill sets necessary for students to capitalize on the region's emerging industries
- Created blueprint for developing programs that lead to sustainable careers

CLIENT

COMMUNITY
COLLEGE OF
ALLEGHENY
COUNTY

INDUSTRY

HIGHER EDUCATION

WORKFORCE AND
ECONOMIC
DEVELOPMENT

PROJECT

MARKET RESEARCH

DATA ANALYSIS

STRATEGY
FORMULATION

POLICY ANALYSIS

Behind the Scenes

The Hill Group conducted both qualitative and quantitative research to identify, evaluate, and confirm high-growth and emerging industries and the skill sets required. As part of the research, Hill Group consultants conducted extensive interviews with stakeholders from private industry, education, trade associations, and economic development and public workforce entities.

About The Hill Group, Inc.

Founded in 1953, The Hill Group, Inc. is a premier provider of management counsel, specializing in strategy, execution, and measurement. Our team of consultants has deep experience across several industries, enabling our team to draw on best practices from a variety of sectors to help our clients grow, innovate, and achieve maximum potential.

Strategy – *Envisioning an organization's future, capitalizing on its opportunities, identifying strategic priorities, and implementing positive change.*

- Strategy Development
- Decision Support and Analysis
- Strategic Planning and Management
- Business Planning and Feasibility Assessments
- Mergers, Acquisitions, and Strategic Alliance Planning
- Market Research and Analysis

Execution – *Ensuring that an organization is efficiently and effectively utilizing its resources to its full potential.*


- Process Improvement and Innovation
- Business Model Development and Resource Allocation
- Financial Assessment and Management
- Turnaround, Business Transformation, and Change Management
- Governance Assessment and Development

Measurement – *Increasing an organization's performance through measurement and continuous improvement.*


- Measurement
- Business Analytics and Intelligence
- Economic Impact Assessment
- Employee Opinion, 360-Degree Feedback, and Service Quality Surveys
- Industry Benchmarking Surveys


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