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Allegheny Conference and Alcoa Foundation Partner to Address Energy and Manufacturing-Related Workforce Demand

Working together to fill open jobs in Pittsburgh's 21st century economy

(PITTSBURGH – April 15, 2013) – Today, the Allegheny Conference on Community Development and Alcoa Foundation announced a partnership designed to help build the Pittsburgh region's workforce to meet the demands of the region's growing energy and manufacturing industries.

Both industry and workforce leaders agree that at all levels, awareness is lacking of emerging job opportunities in the region, especially in high demand occupations that foresee large-scale retirements adding additional demand.

The partnership is in response to the [findings of an energy workforce analysis](#) released last year by the Allegheny Conference and the Energy Alliance of Greater Pittsburgh, which revealed 14 high-demand, hard-to-fill occupations common to energy and related manufacturing sectors.

The Alcoa Foundation's three-year, \$390,000 commitment will aid improvements to educational and workforce systems. For the company, facilitating the direct engagement of multiple employers to build common training curriculum and certifications is a core strategy in its workforce development programs.

"This community-based initiative will ultimately enable people to pursue careers as skilled tradespeople and operators, with a particular impact on our workforce development goals here in Pittsburgh," said Julie Caponi, head of Alcoa's Pittsburgh office and vice president of audit. "Through this initiative, we will be able to work with industry, educators and our workforce to build a long-term infrastructure for talent."

The Alcoa Foundation's investment will support efforts by the Allegheny Conference to increase awareness and align systems by:

- Coordinating regional efforts with those being undertaken by state and national partners to reach talent from outside the region who may want to come back to Pittsburgh or relocate here;
- Engaging in outreach and marketing efforts, including the redesign and re-launch of

ImaginePittsburgh.com, to increase public awareness of the opportunities in energy and manufacturing related employment; and

- Developing pilot programs to target additional high-demand, hard-to-find positions across the energy and manufacturing industries

“The Pittsburgh region has led the nation out of recession over the past five years, and our \$19 billion energy economy has been a key contributor,” said David Porges, chair of the Allegheny Conference Workplace Committee, and chairman, president and CEO of EQT Corporation. “As we look ahead, however, we know that we must be proactive to ensure that the talent in our region has the skills and education needed by employers. Right now, we clearly face a skills gap that needs to be addressed to successfully match job-seekers to employment opportunities.”

The workforce analysis, conducted by global talent recruitment consultancy Development Dimensions International (DDI), surveyed energy-related employers in the 10-county region to better understand current and future hiring needs. The survey identified 14 high-demand, hard-to-fill occupations common across energy and manufacturing sectors. Among these 14 occupations, all but one required education and training beyond high school, with five requiring a four-year college degree. In addition to educational and technical skills required for these positions, DDI also identified crucial behavioral competencies, the absence of which are often reasons for an individual's lack of advancement in a job. A key recommendation of the study is greater use of curriculum to develop these skills.

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The Allegheny Conference on Community Development is the parent organization for three affiliates: the Pittsburgh Regional Alliance (PRA), the Greater Pittsburgh Chamber of Commerce and the Pennsylvania Economy League of Greater Pittsburgh. These organizations share a strategic vision and work together to market our region for business investment and talent attraction, conduct research and analysis to improve our competitiveness, and advocate on behalf of business climate and quality-of-life improvements. The Regional Investors Council, made up of more than 300 regional employers, provides the leadership, commitment and resources to move our region forward.

To learn more about the Allegheny Conference’s workplace agenda, visit AlleghenyConference.org/InitiativeWorkplace.php

Alcoa Foundation is one of the largest corporate foundations in the U.S., with assets of approximately US\$460 million. Founded 60 years ago, Alcoa Foundation has invested more than US\$570 million since 1952. In 2012, Alcoa Foundation contributed more than US\$21 million to nonprofit organizations throughout the world, building innovative partnerships to improve the environment and educate tomorrow’s leaders for careers in manufacturing and engineering. The work of Alcoa Foundation is further enhanced by Alcoa’s thousands of employee volunteers who share their talents and time to make a

difference in the communities where Alcoa operates. Through the Company's signature Month of Service program, in 2012, a record 60 percent of Alcoa employees took part in more than 1,050 events across 24 countries, benefiting more than 450,000 people and 2,050 nonprofit organizations.

For more information, visit www.alcoafoundation.com and follow @AlcoaFoundationm on Twitter.