



---

## **MATCHING WORKPLACE NEEDS AND EDUCATION: THE GARMENT INDUSTRY DEVELOPMENT CORPORATION**

Suzanne Loker  
Cornell University, Ithaca, NY 14853

The Garment Industry Development Corporation (GIDC) in New York City provides educational programs and other assistance to the apparel industry. GIDC was initiated in 1984 as a joint effort among labor (then ILGWU), management (two industry trade associations) and the city. Although its objectives have evolved over its 15 years, its goal has been to enhance the competitive strategies of the NY apparel industry.

Berhardt and Bailey's (1998) four strategies to increase demand-side labor market policy were used to evaluate the success of GIDC's programs: (1) joint initiatives between employers and unions, (2) legislative and legal reforms, (3) worker-based organizations pooling resources, and (4) organizations that provide information and coordinate the hire/search process.

Results show that GIDC established joint initiatives and pooled resources, contributed to legislative reform, and supported labor market enhancement strategies through its program offerings. Data were collected as part of a larger project conducted by the Aspen Institute, Sectoral Employment Development Learning Project, on six successful industry sectoral educational programs.

Bernhardt, A. D., & Bailey, T. (1998). Making careers out of jobs: Policies to address the new employment relationship. New York: Teachers College/Columbia Univ., Institute on Education and the Economy.