



INDIANA
DEPARTMENT OF
WORKFORCE
DEVELOPMENT

SUSTAINING SECTOR PARTNERSHIPS

2017 Indiana Sectors Summit Breakout Session
November 14, 2017



JOBS FOR THE FUTURE

INDIANA SECTOR PARTNERSHIPS



Thomas Hooper, Associate Vice President, Jobs for the Future

Lisa Metcalf, Program Director for Employer Engagement and Sector Specialist for Advanced Manufacturing, Logistics and Construction Trades, Indiana Department of Workforce Development

Alisa Deck, Director of Workforce and Education Cultivation, Center of Excellence in Leadership of Learning





JFF'S MISSION

JFF works to ensure that all lower-income young people and workers have the skills and credentials needed to succeed in our economy

JFF'S VISION

The promise of education and economic mobility in America is achieved for everyone





JFF'S OVERARCHING STRATEGIES



PATHWAYS: Lead the expansion of streamlined college and career pathways



CREDENTIALING SYSTEMS: Champion the development of integrated credentialing systems



EMPLOYER ENGAGEMENT & INVESTMENT: Increase employer investment and leadership in career advancement policies, practices, and programs



POLICY ADOPTION: Develop and drive the adoption of local, state, and federal policies



LEARNER-CENTERED INSTRUCTION: Advance research, practice, and policy around learner-centered instructional strategies and delivery approaches



**PLACE-BASED/
REGIONAL SYSTEM
ALIGNMENT:**

Drive the creation of regional strategies that align and redesign education and workforce systems to support economic development and create opportunities for career growth





SUSTAINING REGIONAL SECTOR PARTNERSHIPS

- There are two key components to sustaining regional sector partnerships:
 - Additional Resources
 - Critical non-financial factors
 - Industry Leadership
 - Cultivating Industry Champions
 - Dedicating Skilled Staff
 - Managing Performance with Transparency
 - Communicating Success
- **The bottom line on sustaining regional sector partnerships: Don't just follow the money!**





POTENTIAL FUNDING SOURCES FOR REGIONAL SECTOR PARTNERSHIPS

National/Federal Sources

**Federal Government
Agencies (Discretionary
Grants)**
Foundations
Corporate Philanthropy

State Sources

**State Government
Agencies (Federal and
State Resources)**
Foundations
Corporate Philanthropy

Regional/Local Sources

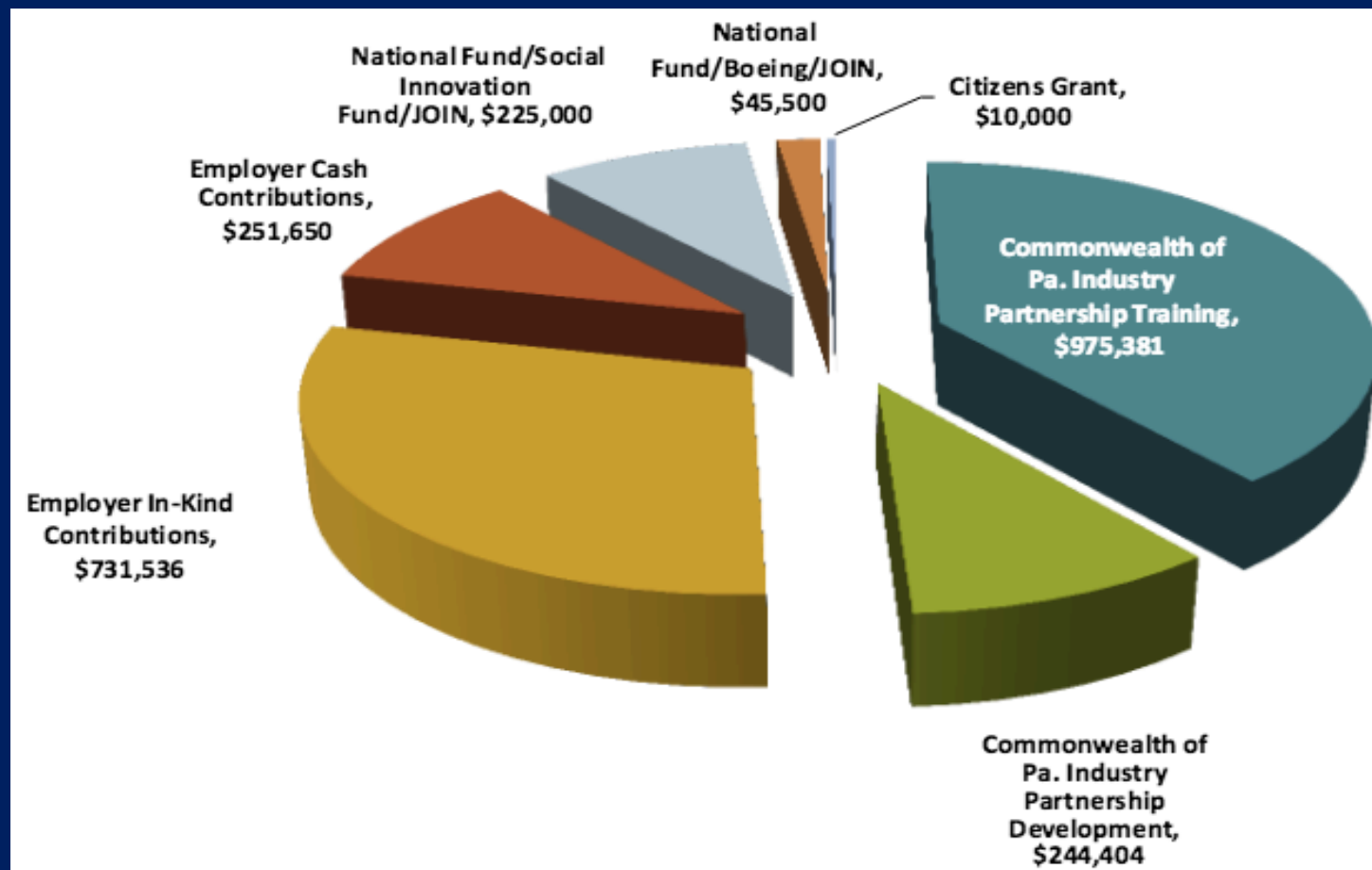
**Workforce Development
Boards**
Employers
Community Foundations
City Government

**Explore Diverse
Funding Sources for
Regional Sector
Partnerships**





A REGIONAL SECTOR PARTNERSHIP WITH DIVERSIFIED FUNDING: *PHILADELPHIA WORKS*





SUSTAINABILITY FACTOR #1: PARTNERSHIPS ARE INDUSTRY-LED

- Partnerships are led by industry champions
- **Employers** determine the specific activities on which the partnerships focus
- **Employers** provide substantive input on program development and other activities (e.g. input on career pathways, local area lists of high-priority occupations)
- **Employers** determine what specific activities to sustain

Sector Partnership in Action: In the WIB of Tulare County's (CA) health care sector partnership, employers both set priorities for the year and use a consensus-based process to determine what they want to sustain





SUSTAINABILITY FACTOR #2: CULTIVATE INDUSTRY CHAMPIONS

- Champions are industry representatives who advocate for and lead the partnership
- Champions are usually current or retired industry representatives
- Champions are well-respected by their peers, and willing to invest their time in the partnership
- Best to secure champions prior to launch

July 2016 NH Manufacturing
Partnership Launch:
Val Zanchuk, President,
Graphicast – Industry Champion
(Second from Right)





SUSTAINABILITY FACTOR #3: DEDICATE SKILLED STAFF

- Assign staff with critical core competencies to staff sector partnerships
- Successful sector partnerships have experienced, senior staff supporting them



Skills Needed to Staff Sector Partnerships:

- ✓ Excellent interpersonal skills
- ✓ Ability to interact comfortably with senior executives
- ✓ Comfortable asking questions and has ability to learn about an industry*

* Note: Staff do NOT need to be industry experts when they start in this role





SUSTAINABILITY FACTOR #5: COMMUNICATE SUCCESSES

- Share successes broadly with key regional stakeholders, including industry and elected officials
- Survey partners to understand the value they see in the partnership and identify potential activities
- Recognize partners for their roles and accomplishments
- Tout the partnership's successes in layman's language

Sector Partnership
in Action:
NH Technology
Sector Partnership
Monthly
Newsletter

June 2017 Volume 1, Number 2

 **NH SECTOR PARTNERSHIPS INITIATIVE**

Tech Talent Bytes

Bringing you the latest monthly news in the Tech Talent Sector!

Did you know that 72% of NH Employers are not confident in their ability to fill positions in state. What are we doing about it? Follow the Tech Talent Sector Initiative! Tell us what you need and be part of the solution!

Workforce major theme at First Tech Ecosystem Summit
Matt Cookson - Executive Director of the NH High Tech Council

Workforce related issues and marketing New Hampshire to prospective workers were two dominant and inter-connected themes in the first ever NH Tech Ecosystem Summit. Convened by the NH High Tech Council, the half-day summit brought together more than 50 leaders in organizations that are active in the tech sector to get a better understanding of organizational goals, audiences, reach and challenges. Sector Partner Initiative team members were active participants given the areas of common interest.


NH HIGH TECH COUNCIL
Advancing Innovation





KEY STEPS FOR SUSTAINING SECTOR PARTNERSHIPS

- Begin developing a sustainability plan
 - The intermediary should lead the development of the plan
 - Involve employers and partners in the development of the plan
 - Start developing this plan **early** in the partnership
- Map resources in the state and region
 - Engage partners in identifying a full range of resources
 - Explore opportunities to leverage other resources, and reciprocate with support from the sector partnership
- Establish a sustainability committee, comprised of employers in the partnership, to identify key activities to sustain





INDIANA
DEPARTMENT OF
WORKFORCE
DEVELOPMENT

Q&A





INDIANA
DEPARTMENT OF
WORKFORCE
DEVELOPMENT

THANK YOU!

***PLEASE REMEMBER TO COMPLETE THE SUMMIT
EVALUATION IN YOUR FOLDERS AND RETURN
AT THE REGISTRATION DESK***

