

Iowa Sector Partnership Facilitator Training

IOWA
WORKFORCE
DEVELOPMENT



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Today's Agenda

- Introduction
- Sector Partnerships
- Partnerships Work in Iowa
- Taking Action
- Wrap-Up

Today's Agenda

- Introduction
 - *Council for Adult and Experiential Learning (CAEL)*
 - *Overview of Work*
 - *Goals for Today*
- Sector Partnerships
- Partnerships Work in Iowa
- Taking Action
- Wrap-Up



Council for Adult and Experiential Learning

- National Non-Profit Consulting Firm
- Headquartered in Chicago with office in Philadelphia & Denver
- Approximately 65 staff
- Founded in 1974

CAEL's Vision

Meaningful learning, credentials and work for every adult.

Council for Adult and Experiential Learning (CAEL)



CAEL Work Underway In Iowa

Sector Partnerships

- SPLC
- State-Wide Facilitator Training
- Five (5) Existing IT Sector Partnerships
- Standardize Charters
- Strategy Memos
- Creation of Two (2) New IT Partnerships

IT Sector Career Pathways

- Four Step Mapping Process
- Work with TAI at the State Level
- Modify to Reflect Each Region's Industry Base
- Incorporate Information within the EMSI Career Coach Platform

Today's Goals



- Recognize Difference Starting Points
- Foundational Knowledge on Sector Partnerships
- Broader Awareness of State Sector Partnership Strategy
- Building Blocks to Form & Sustain Sector Partnerships
- First Step Towards Sustained Systemic Approach

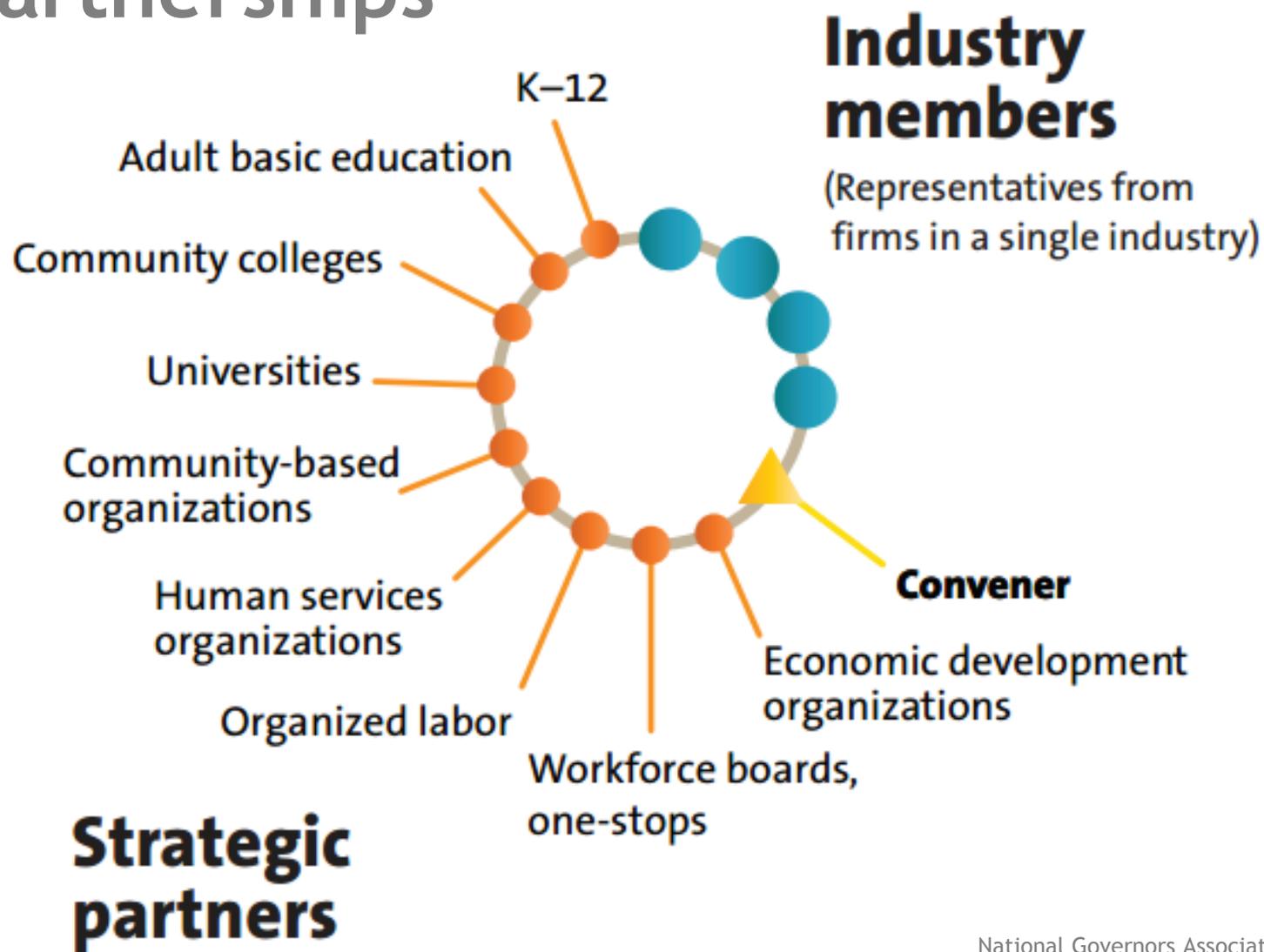
Today's Agenda

- Introduction
- **Sector Partnerships**
 - *Fundamentals*
 - *National Governors Association Research*
 - *Benefits of the Partnership*
 - *Role of the Partnership*
 - *Examples & Best practices*
- Partnerships Work in Iowa
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- Wrap-Up

Sector Partnerships Fundamentals

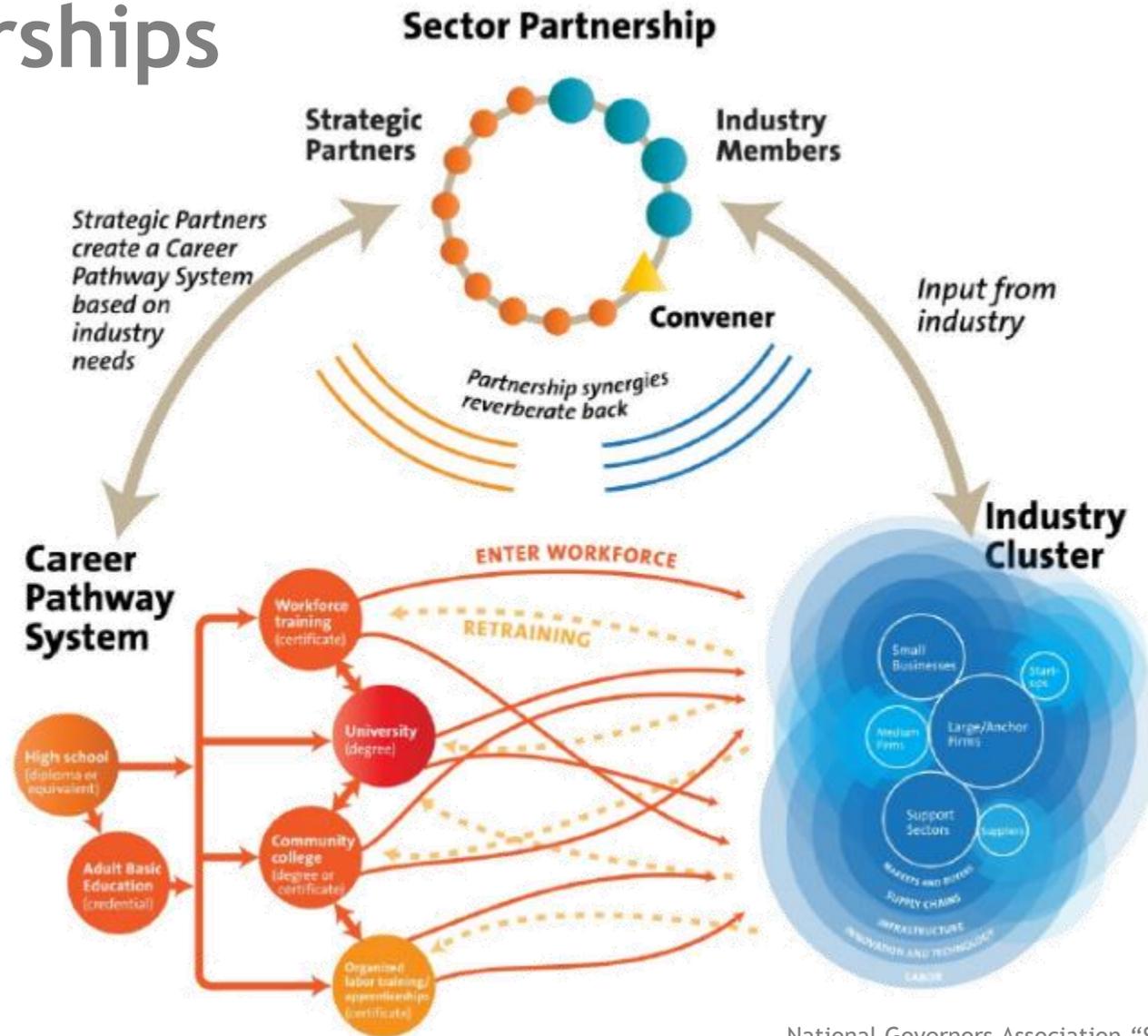
- A workforce collaborative initiative that organizes key stakeholders into a sustainable working group
- Industries with shared workforce needs
- Membership Includes:
 - Industry
 - Labor
 - Economic Development
 - Education & Workforce Development
 - Government
 - Non-Profits
 - Foundations
- Meeting the needs of industry, jobseekers and workers, sector partnerships strengthen a region's overall economy

Sector Partnerships



National Governors Association *"Sector Strategies Coming of Age"*

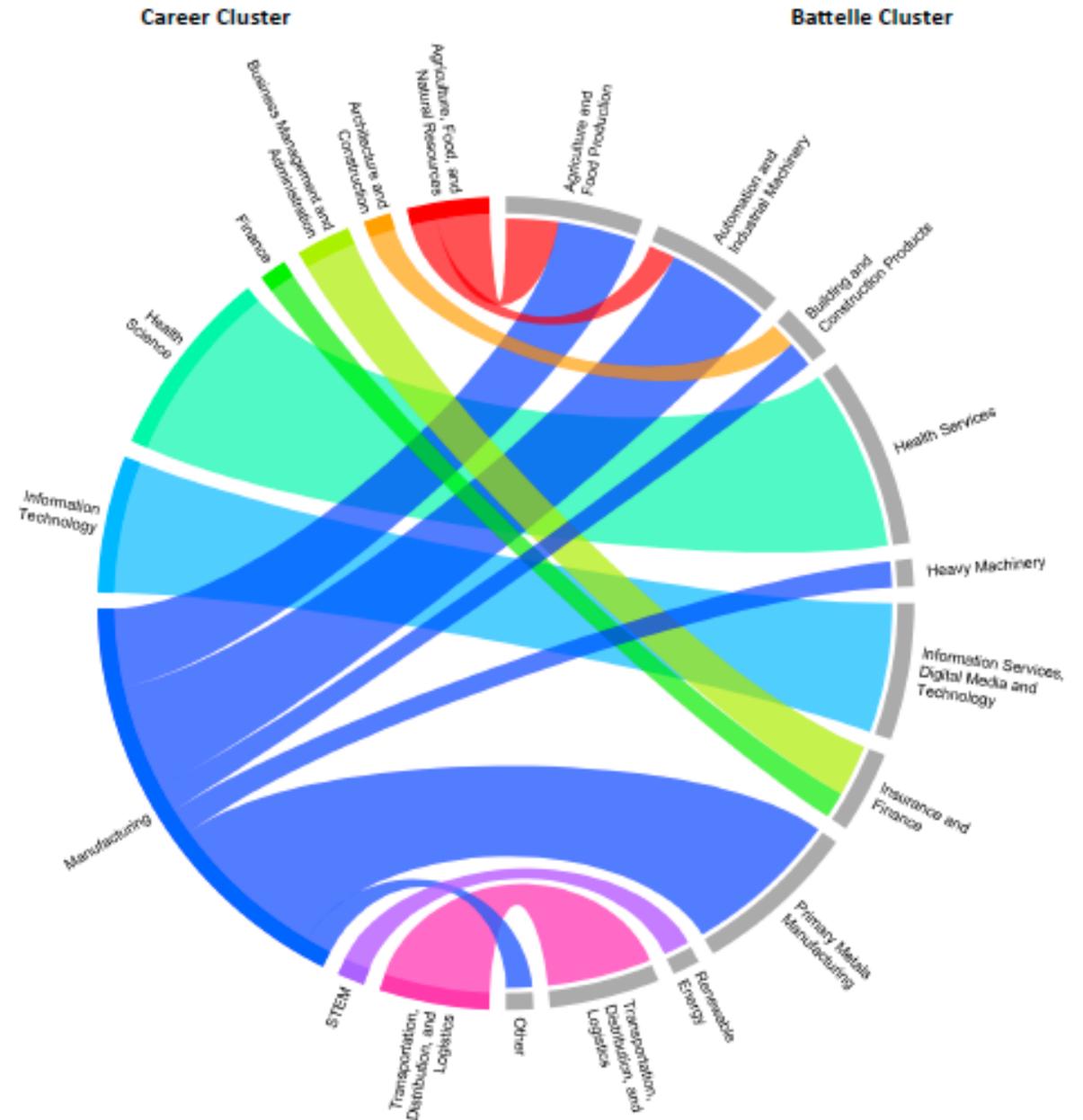
Sector Partnerships



National Governors Association "Sector Strategies Coming of Age"

Sectors in Iowa

- Agriculture, Food & Natural Resources
- Architecture and Construction
- Business Management and Admin
- Finance
- Health Sciences
- Information Technology
- Manufacturing
- STEM
- Transportation Distribution and Logistics



Benefit of Sector Partnerships

- Economies of scale through community solutions to workforce needs (availability and cost savings)
- Opportunities for best practice sharing amongst employers
- Reduced turnover through expanded career pathways
- Reduced under and unemployment
- Increased training opportunities for job seekers and students
- Stronger ROI proposition through targeted training
- Closer alignment between labor supply and industry demand
- Improved business retention, expansion and attraction
- Efficient use of public resources and assets

Source: National Governors Association / Corporation for a Skilled Workforce

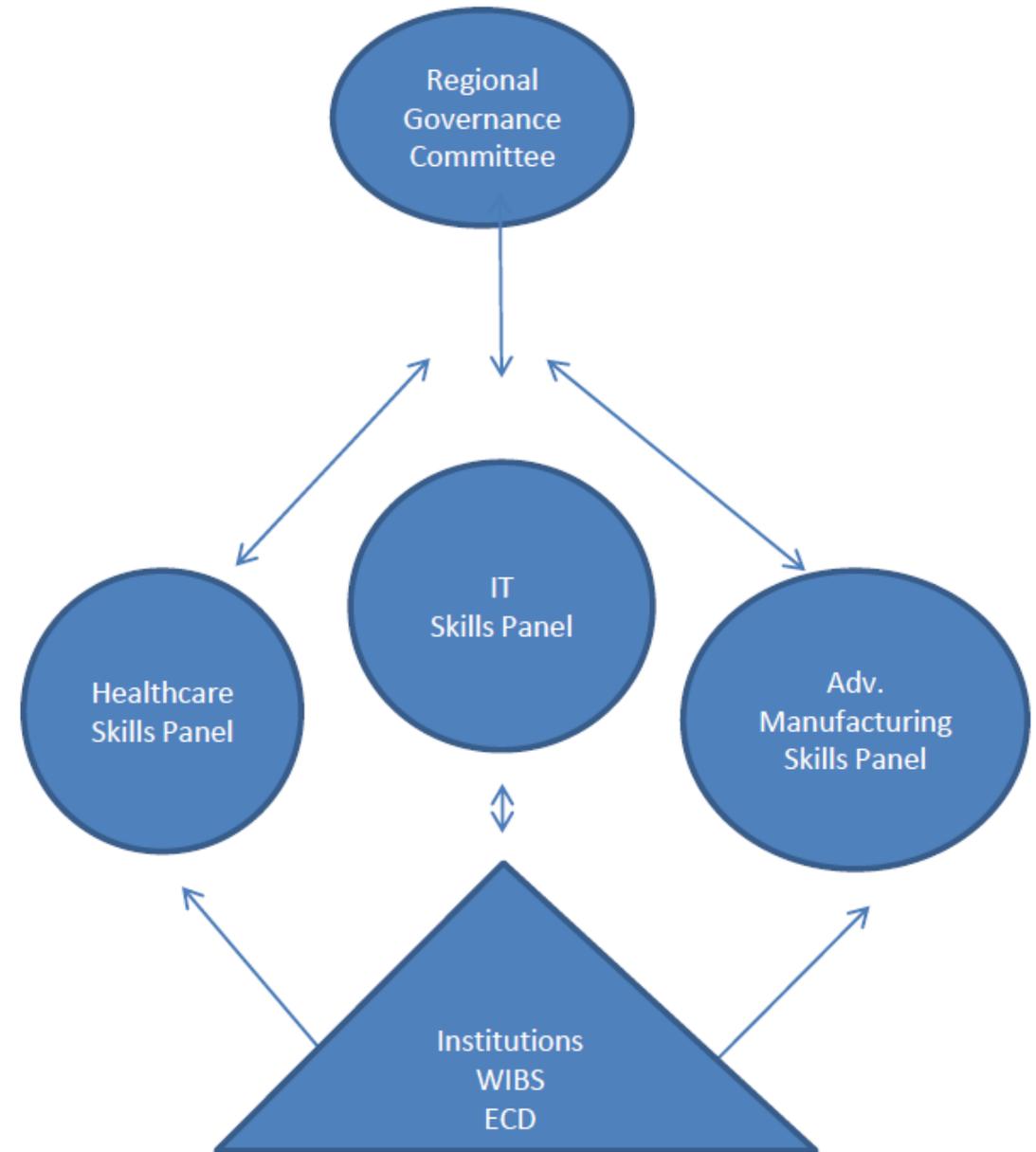
Role of the Sector Partnership

- Alignment and accessibility of education, training and support services
- Identify industry needs and skills gaps
 - Labor Market Intelligence
 - Education Assets
 - Shifting Skills
 - Future Demand and Emerging Jobs
- Secure additional funding and technical assistance resources
- Promote systems change and turns workforce into a driver in industry growth

Examples & Best Practices

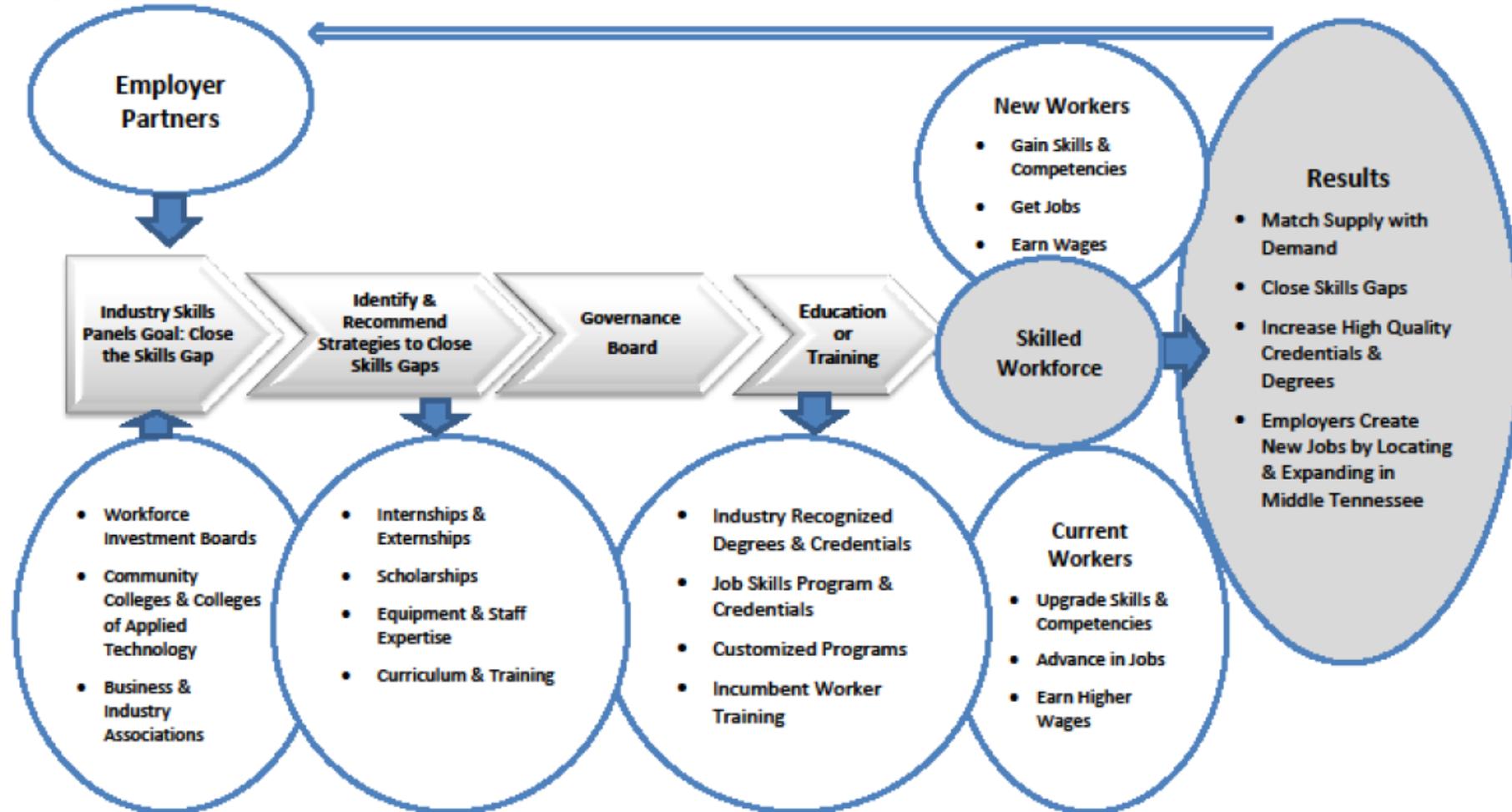
Middle Tennessee Region Workforce Alliance

- Three skills panels for three key sectors: Manufacturing, IT & Healthcare
- Engages Tennessee Board of Regents, four community colleges, six colleges of applied technology, four workforce investment boards and some 60 business leaders
- Led by Chamber of Commerce and staffed by the three WIB directors
- Standardized model



THE WORK OF THE REGIONAL SKILLS PANELS

A public private partnership of business, the public workforce system and postsecondary education working together to improve the skills of workers in strategic industry sectors vital to Middle Tennessee's economic prosperity



Southwest Iowa



- Every other month advanced manufacturing sector partnership facilitated by Division of Economic & Workforce Development at IWCC
- 2 Year Mechanical Tech Program to meet industry need (Lisle Corp)
- Launch in September 2016
- Goal to create a Center of Excellence for Advanced Manufacturing - driven by four corporations in partnership with IWCC
- Key is overlapping networks of industry connection through employers

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- Partnerships Work in Iowa
 - *SPAC - Past Efforts*
 - *SPLC - Current & Future Efforts*
- Taking Action
- Wrap-Up

Past and Current Efforts in Iowa

The 2013 Pathways for Academic Career and Employment (PACE) program provides funding to community colleges to implement simplified, streamlined, and comprehensive education and training pathways.

House File 604 allowed for the expending of PACE funds for the development and implementation of regional industry sector partnerships.

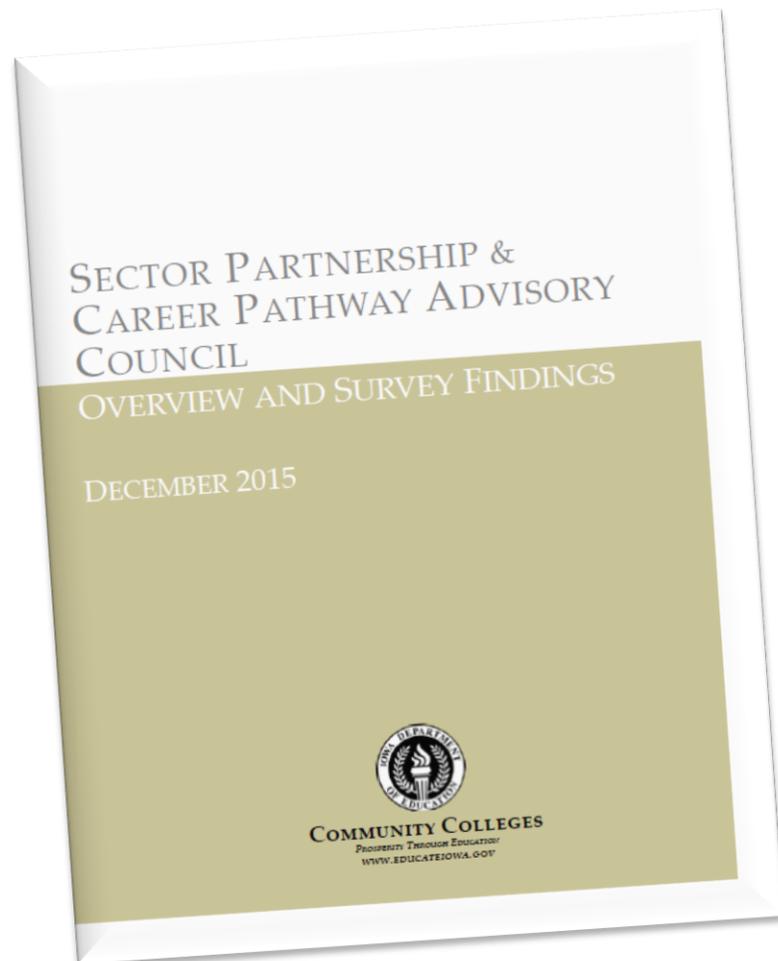
Past and Current Efforts in Iowa

The Division of Community Colleges convened a Sector Partnership and Career Pathway Advisory Council (SPAC).

Goals of SPAC:

- Adopt and articulate a shared vision.
- Demonstrate leadership and commitment to institutionalizing career pathways and sector boards.
- Ensure that career pathways and sector boards are employer and demand-driven.
- Align policies, measures, and funding.
- Use and promote data and continuous improvement strategies.

Successes of the SPAC



Developed a shared vision and definitions of sector partnerships, career pathways and systems to develop and improve state and local/regional efforts.

- Build upon what has been established and strengthen alignment and collaboration to move sector boards and career pathways to the next level.

Definitions were used to survey existing sector partnerships.

- Findings summarized in “*Sector Partnership and Career Pathway Advisory Council Overview and Survey Findings*” report.

<https://www.educateiowa.gov/documents/special-reports/2016/01/sector-partnership-career-pathway-advisory-council-overview-and>

Sector Partnership Leadership Council

The SPAC has been reconfigured into the Sector Partnership Leadership Council (SPLC):

- Establish policy to drive regional sector partnership and career pathway activities across the state and meet objectives outlined in Iowa's Unified State Plan;
- Serve in advisory role to the Iowa Workforce Development State Board of Directors.

Undergoing significant membership reconfiguration with an emphasis on greater business representation.

Pre-Planning Meeting September 2nd in Des Moines

Past and Current Efforts in Iowa

Iowa was the recipient of a U.S. Department of Labor Sector Partnership National Emergency Grant.

- \$500,000 of the total grant amount to be used on regional planning and strategy activities.

Iowa will utilize these funds to:

- Partner with the Council for Adult and Experiential Learning (CAEL) to promote Information Technology sector partnerships and career pathways;
- Train a cadre of sector partnership facilitators;
- Develop a series of Sector Partnership Toolkits;
- Support a Future Ready Iowa portal and database to include a database of sector partnerships and career pathways.

Past and Current Efforts in Iowa

The fiscal year 2017 education appropriations bill, Senate File 2323, allocates \$200,000 of the \$5,000,000 PACE appropriation to the Iowa Department of Education for implementation of sector partnerships.

Authorizes the department to utilize an FTE for a consultant position to carry-out this work.

The goal is to have this position filled in the fall of 2016.

Past and Current Efforts in Iowa

Information Technology (IT) has been identified as a priority industry in Iowa.

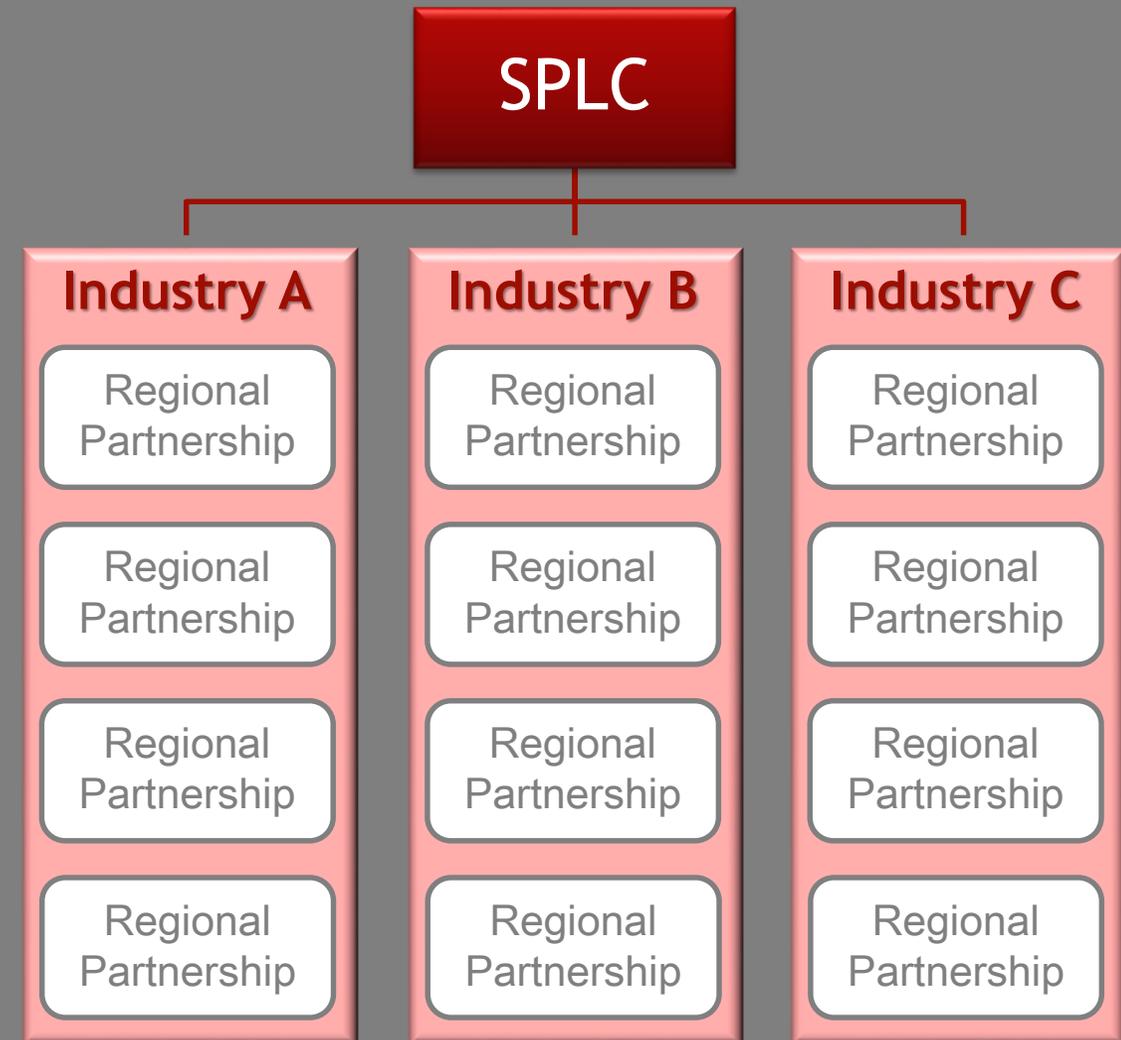
Partnership developed between the DE, Iowa Workforce Development and Technology Association of Iowa.

- Contract with CAEL to drive the establishment or maturation of IT sector partnerships and career pathways across the state.

SPLC will leverage the successes of this IT work into sector partnership and career pathway efforts in other high priority industry sectors.

Sector Partnerships in Iowa

- SPLC - Exists as a resource for Regional Sector Partnerships
- Three Areas of Assistance
 1. Partnerships Sustain and Form
 2. State Support Initiatives
 3. Advocacy
- Next Meeting in December 2016
- IDOE Staffing



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- **Taking Action**
 - *Planning & Sector Partnerships Tool*
 - *Formation*
 - *Strategies & Engagement*
 - *CAEL IT Sector Work*
 - *Role of the Facilitator*
- Wrap-Up

Iowa Sector Partnership Toolkits



- Toolkit 1.0 Planning
- Toolkit 2.0 Emerging
- Toolkit 3.0 Sustaining

<https://www.educateiowa.gov/documents/special-reports/2016/06/sector-partnerships-toolkit-10-planning>

New vs. Existing Partnerships

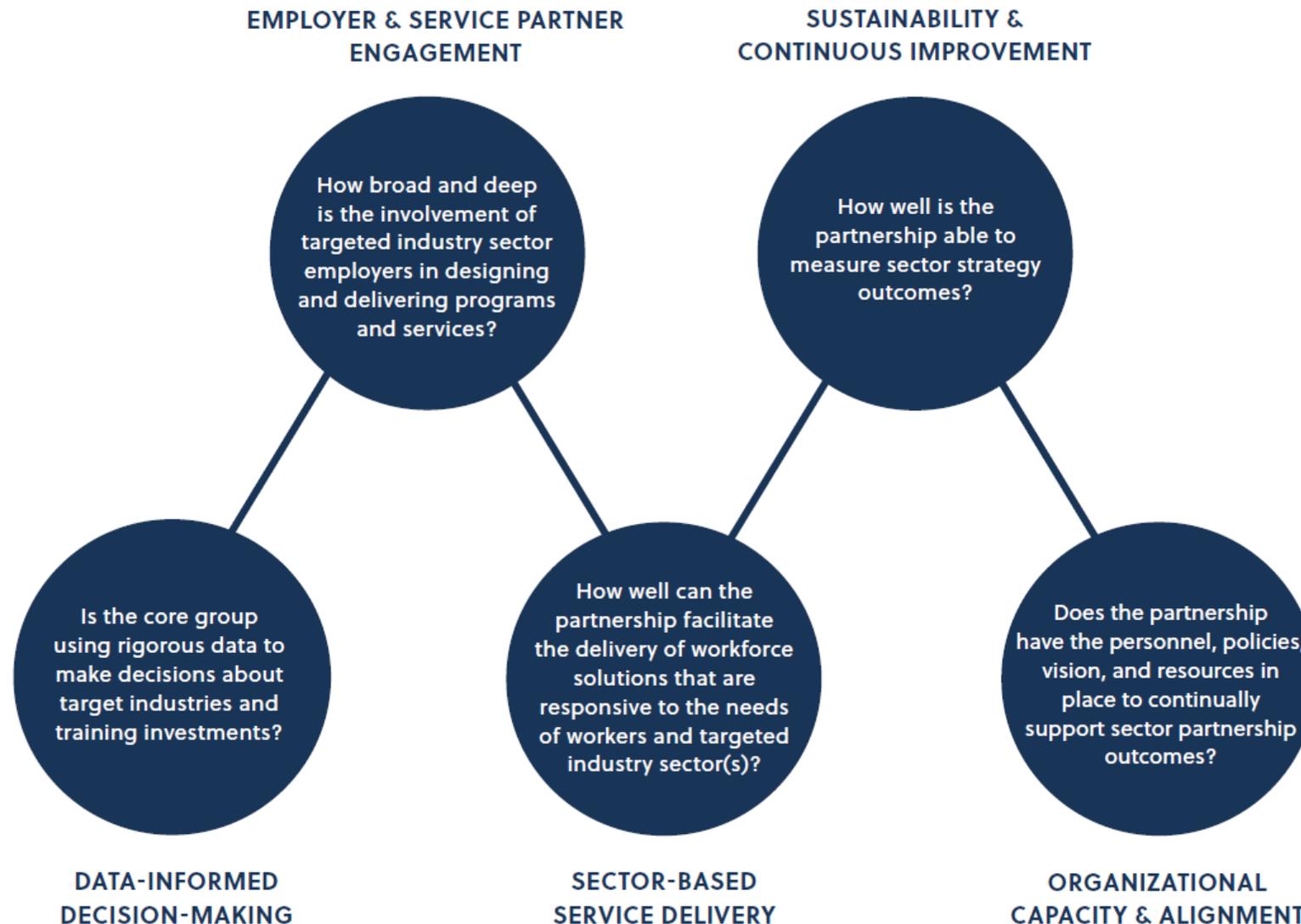
New

- Foundational information
- Awareness of tools & resources
- Key steps in getting started
- Convener vs. Facilitator
- Peer learning

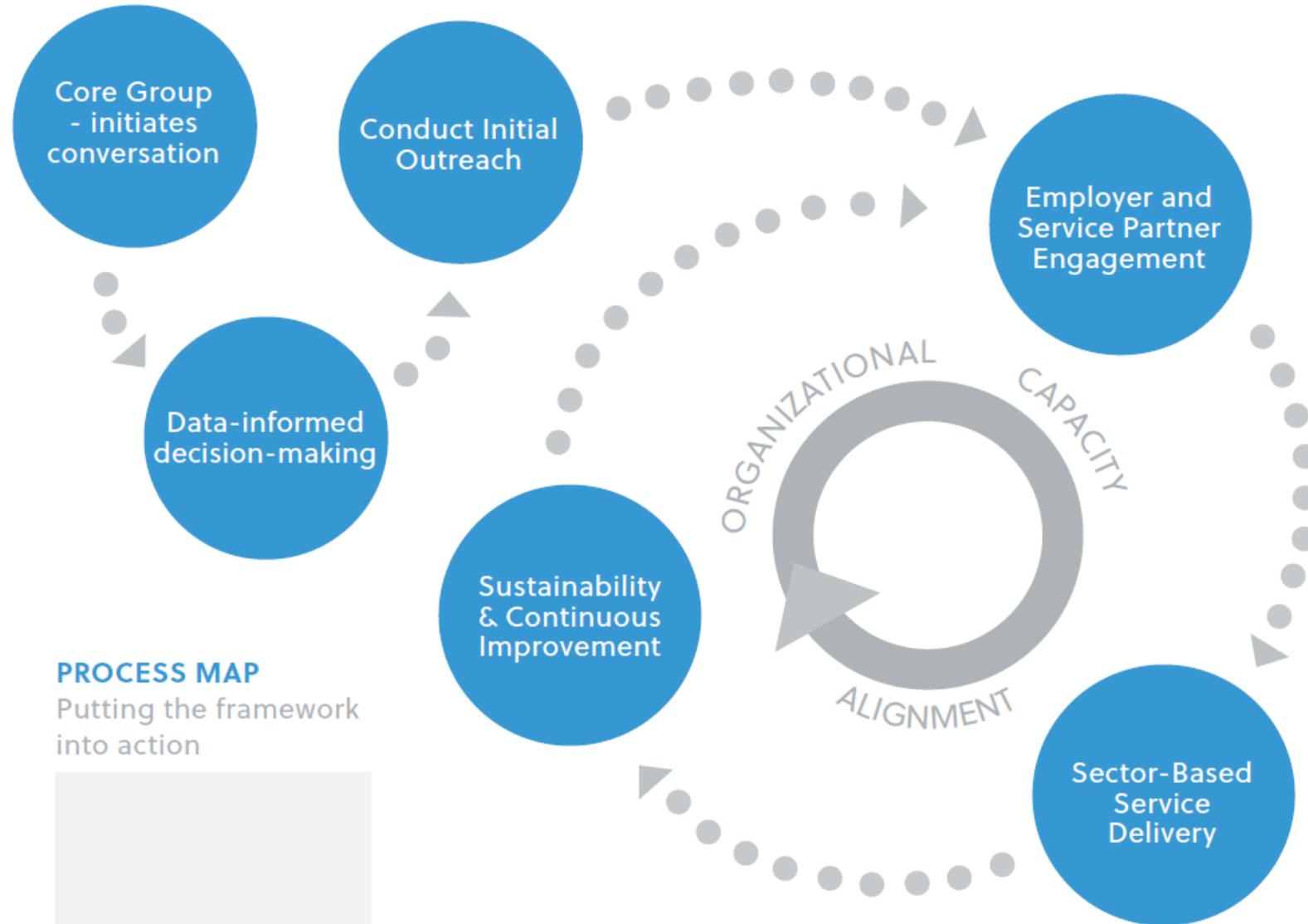
Existing

- Back to basics
- Sustained alignment
- Ideas for industry engagement
- Access to new state resources
- Assistance in setting state standards
- Peer learning

Key Steps - Partnership Framework



Key Steps - Planning



Key Steps - Planning

- Convener vs. Facilitator
- Building the Case (motivation, data, self-assessment)
- Proactively taking down barriers
- Mobilizing support, meeting before the meeting

Key Steps - Forming the Partnership

- Advisory committees (relationship to sector partnership)
- Identifying industry stakeholders
- Data backbone
- Collaborating with key partners

Key Steps - Forming the Partnership

Defining the employer value proposition

- Continuous
- Strategic
- Mutually Valuable
- Wide-Ranging
- Intensive
- Empowering
- Institutionally Varied

	PLANNING	EMERGING		SUSTAINING	
Employer Role	Advising – Initial contact / new relationship	Capacity-building – Establishing trust and credibility	Co-designing – Working relationship	Convening – Trusted provider and collaborator	Leading – Full strategic partner
Activity Examples	Discuss hiring needs, skills, and competencies	Job site tours, internships, and needs assessment	Career pathway development	Champion and advocate for partnerships	Recruit additional industries to form partnerships

Key Steps - Forming the Partnership

ROLE	DESCRIPTION
CHAMPION	Individual(s) who promote the partnership using their personal/professional reputation and/or role to give the partnership greater authority or profile.
CONVENER/ FACILITATOR/ CORE GROUP	Individual(s) selected (either from one of the partner groups or from outside the partnerships) to act on behalf of the partners to build and strengthen the partnership – especially in its early stages.
BUSINESS PARTNER	Individual(s) appointed to the partnership on behalf of an engaged employer that adds value through knowledge, passion, and/or leadership and communication skills.
SERVICE PARTNER	Individual(s) appointed to manage a specific aspect of support for the partnership that is not business-centric and could include education, workforce, economic, and community organizations aimed at meeting the needs of employers in a given sector.

Key Steps - Forming the Partnership

Charter writing process during which each partnership will agree upon:

- Shared goals for the partnerships
- Create standard operating procedures, e.g. meeting frequency, business recruitment, staffing, etc.
- Coordination and partnerships with key regional stakeholders - Workforce Investment Board, Economic Development/Chamber, Community College, K-12
- Staffing and resources to support the partnership

Key Steps - Setting Strategies

Sample Strategies

- CTE/College partnerships
- PD for teachers and counselors
- Industry marketing
- New course, certificate, degree offerings
- Career pathway mapping

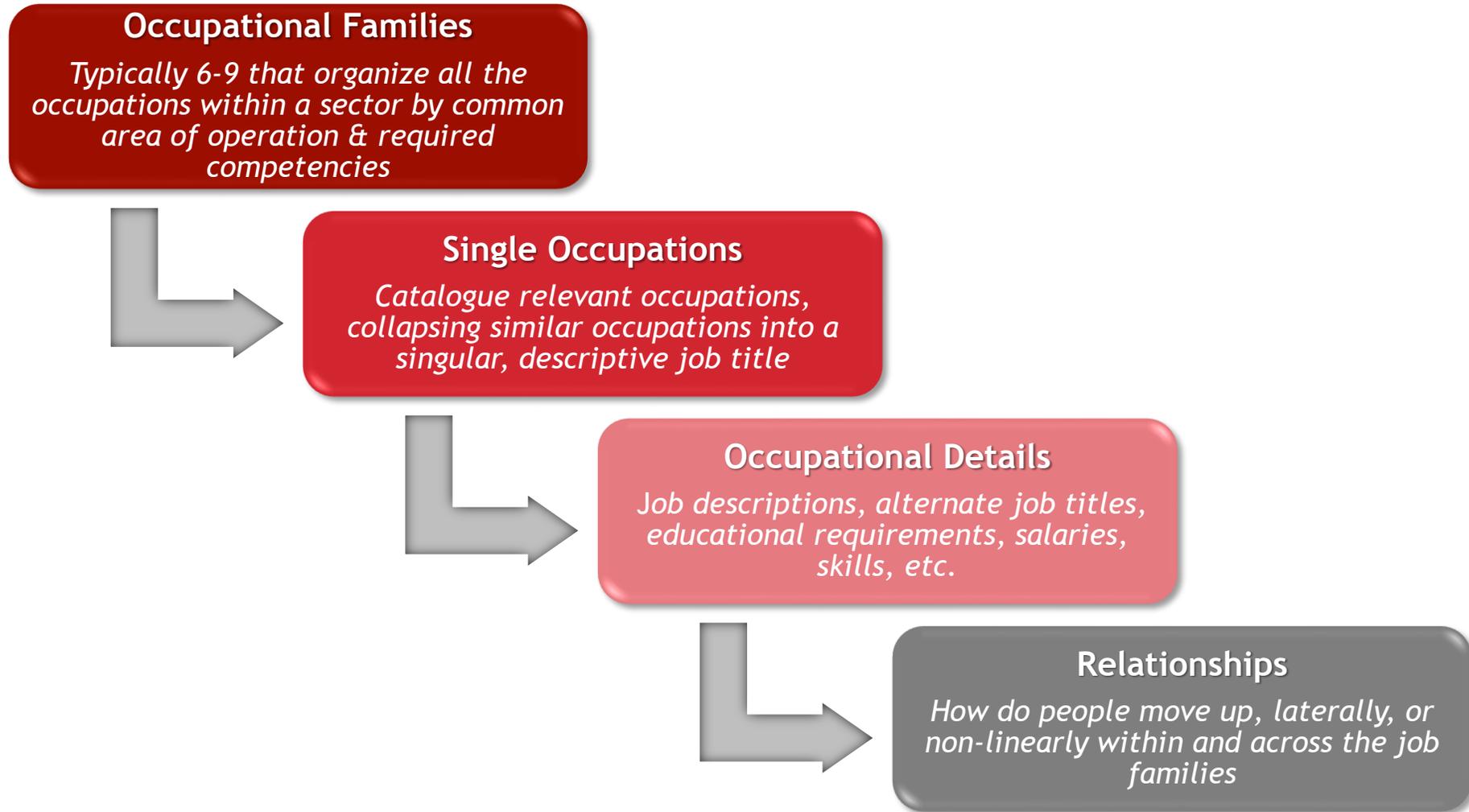
Role of the Facilitator

- Transitioning from convener to facilitator
- Identifying champions
- Keep people at the table
- Balance industry and partners
- Collective Impact Backbone Theory (neutrality)
- Partnering with other facilitators

CAEL IT Sector Work

- CAEL will be working with the five (5) existing IT Sector Partnership to:
 1. Pilot SPLC Sector Partnership Standards Implementation (charter writing, strategy memos & two new partnerships)
 2. Map Career Pathways
- IT Sector Career Pathways
 - Four Step Mapping Process
 - Work with TAI at the State Level
 - Modify to Reflect Each Region's Industry Base
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Defining the Career Pathway

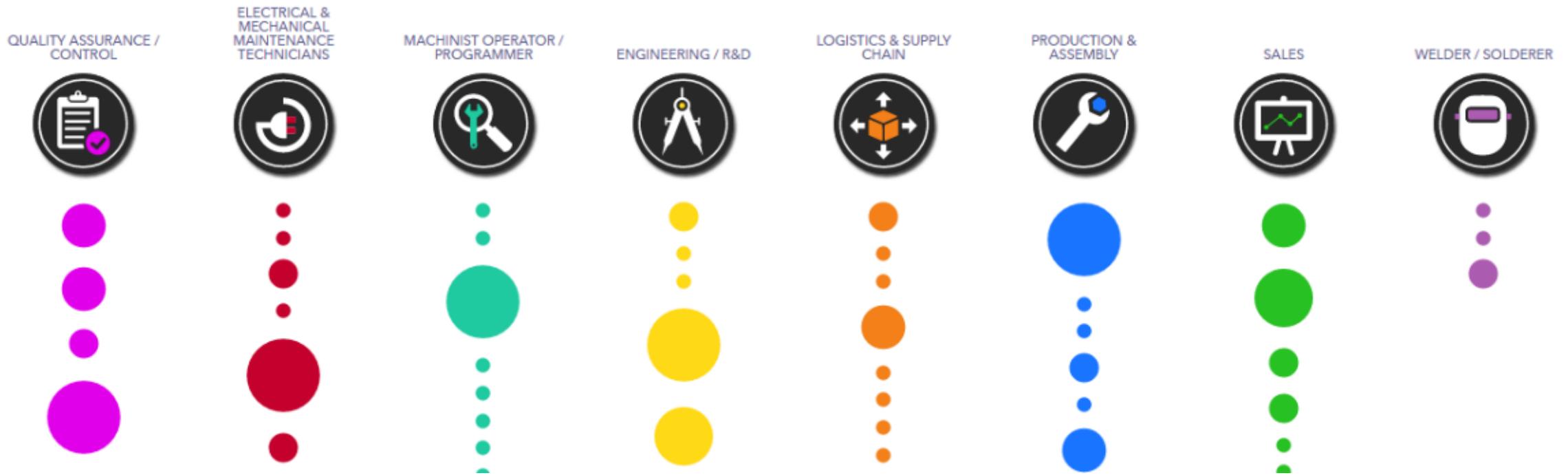


CAEL Pathways

JOB TYPES IN ADVANCED MANUFACTURING

Choose a Job Type or Popular Career Path to learn more

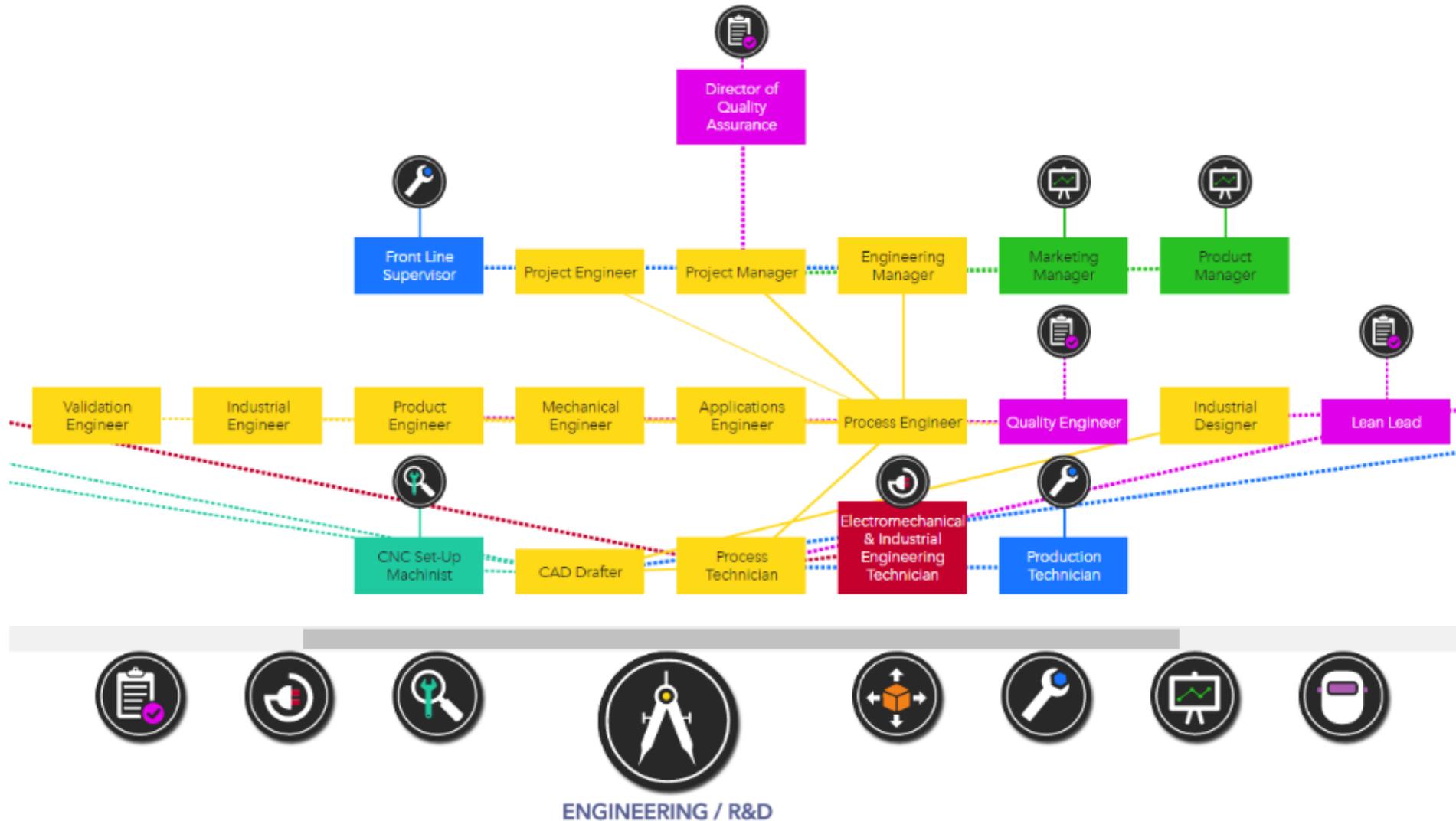
Size of circle indicates current number of job opportunities within that job type



CAEL Pathways

ENGINEERING / R&D

Click on a job or new category to learn more.



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- **Wrap-Up**
 - *State Support Structure*
 - *Questions*

State Support

- SPLC
 - Toolkit 1.0 Planning
 - New Resources
- IDOE Staff
 - Current Point of Contact:
Eric St Clair, Consultant
Division of Community Colleges & Workforce Preparation
Iowa Department of Education
515-725-0127 eric.stclair@iowa.gov
 - Education Program Consultant (Sector Partnership)
- Next Step - In-Person Facilitator Training for Additional Detail (“How To”)

A light brown, semi-transparent map of the state of Iowa is centered on the slide. The text is overlaid on this map.

Iowa Sector Partnership Facilitator Training

QUESTIONS?

Iowa Sector Partnership Facilitator Training

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