Sector Partnerships 101: From Theory to Practice

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GOALS FOR TODAY

- Define sector partnerships
- Explore the Georgia model
- Understand what sector partnerships do
- Answer your questions
WHAT ARE SECTOR PARTNERSHIPS?
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► WIOA defines them as a “workforce collaborative, convened by or acting in partnership with a…local board that organizes key stakeholders in an industry cluster into a working group that focuses on the shared goals and human resources needs of the industry cluster.”
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Sector strategies are the “goals, plans of action, policies, and service delivery strategies developed and continuously re-examined by sector partnerships to meet the ongoing and changing needs of employers within that sector.”
WHY SECTOR PARTNERSHIPS?

1. Tight Job Market
2. Skills Mismatch
3. Doing More with Less
4. Better Serve Key Regional Industries

Also, WIOA requires it…
PARADIGM SHIFT
SECTOR PARTNERSHIP STRUCTURE

Figure 4. Potential Sector Partnership Participants
Sector partnership development efforts may benefit from a neutral third party facilitator and a convener.
IN SUMMARY

Business, education, workforce development board, and government partners come together to build a talent pipeline for a selected industry
GEORGIA’S APPROACH

2014-2015
• HDCI Listening Sessions
• Release HDCI Report

2016
• Technical Assistance Workshops
• HDCI Regional Workshops
• HDCI Sector Partnership Guide
• HDCI Grant Application Released

2017
• HDCI Grants Awarded
• Sector Partnership Conference
WHAT DO SECTOR PARTNERSHIPS DO?
**WHAT DO SECTOR PARTNERSHIPS DO?**

<table>
<thead>
<tr>
<th>Develop a plan:</th>
<th>Develop a plan to close the skills and training gaps in their industry</th>
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<tr>
<td>Analyze and Work:</td>
<td>Analyze and work to meet their industry’s current and future skills and training needs in the local area and identify occupations with skills and training gaps</td>
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<td>Create and Track:</td>
<td>Create and track metrics related to project and sector goals and vision</td>
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<td>Assist:</td>
<td>Assist in the implementation of the plan by carrying out such activities:</td>
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<td>a. Identifying common skill standards and promoting industry recognized credentials</td>
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<td>b. Building career pathways</td>
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<td></td>
<td>c. Creating or informing training programs, K12 curricula, and post-secondary courses</td>
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<td></td>
<td>d. Identify or create internship &amp; experiential learning opportunities</td>
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Adapted from the National Skills Coalition, “Skills in the States: Sector Partnership Policy”
EXAMPLE SECTOR PARTNERSHIP

- Construction industry in Northwest Metro-Atlanta
- General contractors, subcontractors, craft contractors, technical college, K-12 CTAE, industry associations, and workforce development board at the table
WHO IS THE CORE TEAM?

► Convener/Champion: Cobb Chamber, Holder Construction
► Facilitator: Carl Vinson Institute of Government
► Sector Partnership Leader: Senior Project Manager from large General Contractor
► Project Management Support: Talent Development Manager from the Cobb Chamber
WHAT ARE THEY DOING

► Developed a strategic plan based on needs assessment
► Currently implementing the plan focusing on developing a talent pipeline in K-12 and training opportunities for young adults
SECTOR PARTNERSHIP DEVELOPMENT PROCESS

Step 1: Pre-Planning

Step 2: Needs Assessment

Step 3: Strategic Implementation Plan

Step 4: Implementation
EXAMPLE TIMELINE FOR A TWO-YEAR GRANT

Month 1 and 2—Pre-planning and organizational activities

Months 3, 4, and 5—Conduct needs assessment

Month 6—Launch sector partnership, start work on top 2-3 priorities

Sector partnership meets every two months, sub-committees meet as needed

Months 12, 18, and 24—Check-in and Status Update
PRE-PLANNING
1. Determine the industry focus
   a. Analyze labor market data
   b. Talk with industry leaders
   c. Review documents from past projects
2. Inventory existing initiatives and programs
3. Identify project champions and a convenor
4. Recruit core partners
5. Identify meeting dates, locations, and food
6. Finalize the scope of work
7. Identify a facilitator

NEEDS ASSESSMENT
1. Invite Partners
   a. Prepare businesses to present
   b. Prepare business representative to lead
2. Hold needs assessment meeting
   a. Listen
   b. Identify themes
   c. Identify opportunities
3. Document the meeting

STRATEGIC PLAN
1. Create a collective vision
2. What will be done?
   a. Develop list of opportunities
   b. Prioritize
   c. Finalize action items
3. Who will do the work?
   a. Assign partner to each action item
4. Develop project timeline
5. Identify measures of success

IMPLEMENTATION
1. Work the plan
   a. Industry focused and led
   b. Get some early wins and build on success
   c. Be flexible
   d. Work toward sustainability
2. Evaluate progress against measures
3. Celebrate success
QUESTIONS/DISCUSSION
WHAT IS AND ISN’T A SECTOR PARTNERSHIP
The local Chamber of Commerce hosts a monthly business and industry council. HR Managers from several different industries (healthcare, manufacturing, IT, logistics, etc.) meet to discuss regional workforce issues. They have some education and workforce representatives who attend as well.
IS THIS A SECTOR PARTNERSHIP?

YES

NO
IS THIS A SECTOR PARTNERSHIP?

YES

NO
SCENARIO II

The healthcare dean at your local technical college convenes a group of major healthcare employers on a bi-monthly basis to talk about training needs.
IS THIS A SECTOR PARTNERSHIP?

YES

NO
IS THIS A SECTOR PARTNERSHIP?

YES

NO
SCENARIO III

A group of construction companies, education providers, and workforce partners meet on a bi-monthly basis to understand industry needs, refine curriculum, and create internship programs.
IS THIS A SECTOR PARTNERSHIP?

YES

NO
IS THIS A SECTOR PARTNERSHIP?

YES

NO