

STATE LEVEL WORKSHOP

101

The State's Crucial Role in Seeding and Supporting
Sector Partnerships

May 19, 2016



EMPLOYMENT AND TRAINING ADMINISTRATION
UNITED STATES DEPARTMENT OF LABOR



MEET OUR PRESENTER



■ MIKE BARTLETT

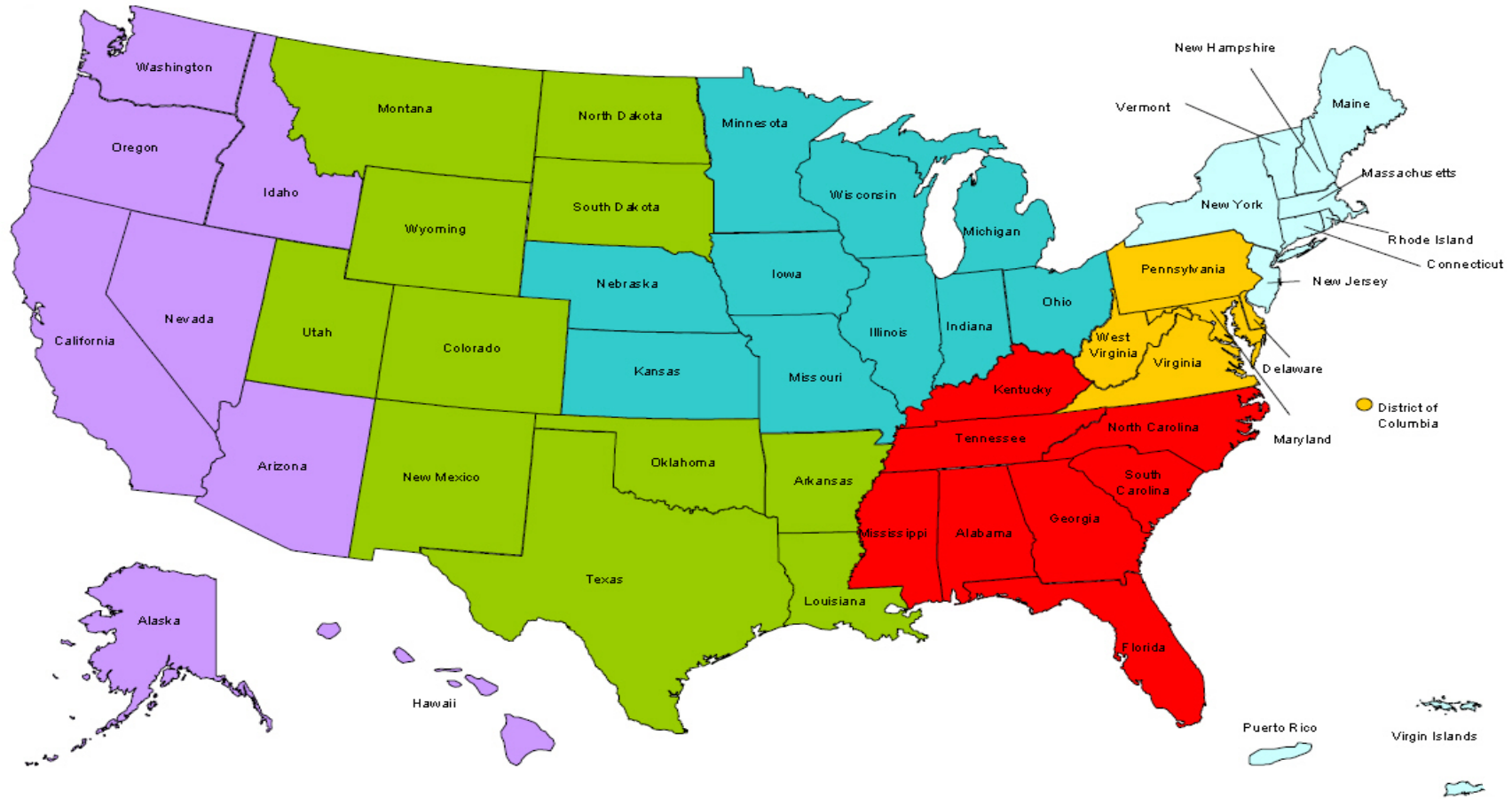
Policy Analyst

National Governors Association



WHERE ARE YOU?

Enter your location in the Chat window – lower left of screen



OBJECTIVES

- ✓ Describe and explore the state's role in seeding successful local and regional sector partnerships.
- ✓ Discuss how sector strategies fit into the broader context of state's workforce and economic development efforts.
- ✓ Identify the six core capabilities for states looking to develop high-quality sector partnerships.



SIX CORE CAPABILITIES OF HIGH-PERFORMING STATE SECTOR STRATEGIES

SHARED VISION AND GOALS

INDUSTRY DATA ANALYSIS AND
TOOLS

TRAINING AND CAPACITY
BUILDING

AWARENESS AND INDUSTRY
OUTREACH

ADMINISTRATIVE AND
LEGISLATIVE POLICY

PERFORMANCE MEASUREMENT



MEET OUR PRESENTERS



■ EMILY TEMPLIN LESH

*Assistant Director, Policy and
Industry Partnerships*

Colorado Workforce
Development Council

■ AARON FICHTNER

Deputy Commissioner

New Jersey Department of Labor
and Workforce Development



EMPLOYMENT AND TRAINING ADMINISTRATION
UNITED STATES DEPARTMENT OF LABOR



SECTOR  STRATEGIES

- Key Industries
- Trade Organizations
- Businesses

Industry

Sector Partnerships

- ✓ Priorities
- ✓ Opportunities
- ✓ Challenges
- ✓ Current and Future Needs

Policies, Standards and Metrics

Federal, State and Local Agencies, Boards and Councils

Workers & Students



Career Pathways

- ✓ Assessments
- ✓ Placements
- ✓ Services
- ✓ Training
- ✓ Education
- ✓ Workplace learning

Workforce and Education Partners

Job Opportunities

Connecting Businesses and Qualified Workers



CWDC

DEVELOPING COLORADO'S TALENT

Strategy

Implementation

Feedback

Outcomes

Continuous Improvement

- ✓ Business Feedback
- ✓ Evaluation & Analysis
- ✓ Global Standards
- ✓ Best Practices
- ✓ Lessons Learned

Workforce of the Future

- ✓ Every Coloradan has access to meaningful employment
- ✓ Every Colorado business has access to a skilled workforce



Colorado Sector Partnerships



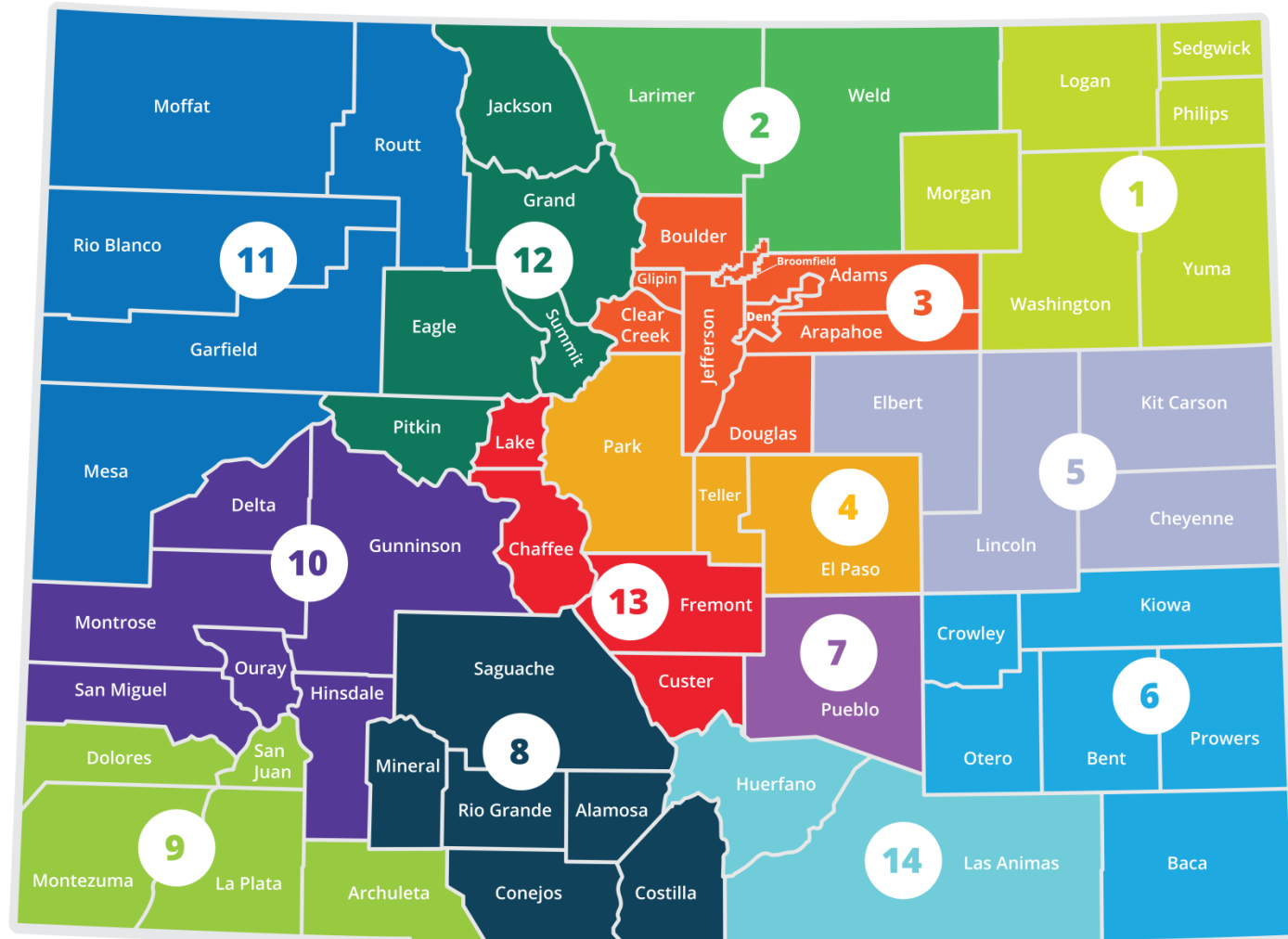
Colorado Workforce
Development Council
Sector Partnerships

- 1** Active: Advanced Manufacturing
- 2** Active: Advanced Manufacturing
Active: Health & Wellness
- 3** Active: Advanced Manufacturing
Active: Health & Wellness
Emerging: Technology & Information
Exploring: Finance
- 4** Active: Advanced Manufacturing
Emerging: Health & Wellness
- 5** Active: Health & Wellness
- 6** Active: Advanced Manufacturing
Active: Health & Wellness
(Bent, Crowley, Otero Counties)
Exploring: Food & Agriculture
- 7** Active: Advanced Manufacturing
Active: Health & Wellness
- 8** Exploring: Health & Wellness
Exploring: Value-added Agriculture

- 9** Emerging: Advanced Manufacturing
Emerging: Energy & Natural Resources
Emerging: Health & Wellness
- 10** Emerging: Advanced Manufacturing
Emerging: Health & Wellness

- 11** Emerging: Health & Wellness
(Mesa, Delta, Montrose Counties)
Emerging: Health & Wellness
(Garfield, Rio Blanco, Routt Counties)
Emerging: Advanced Manufacturing
(Mesa County)
- 12** Emerging: Health & Wellness

- 13** Active: Health & Wellness
Active: Tourism & Outdoor Recreation
- 14** Exploring: Health & Wellness



Taking Industry Partnerships to Scale

- Provide a state-level framework to align programs and resources.
- Proactively integrate sector strategies as a core way of doing business.
- Utilize a public-private steering committee that fosters business leadership.
- Recognize existing work and build upon regional differences and strengths.



Shared Vision and Goals

Key Industry Networks

Core Objective V : Educate and Train the Workforce of the



TRANSPORTATION & LOGISTICS

Colorado's transportation and logistics industry is enabled by multimodal transportation...



TOURISM & OUTDOOR RECREATION

While experiencing the outdoors is a large part of the lifestyle in Colorado, it is also a significant...



TECHNOLOGY & INFORMATION

The technology industry has deep roots in Colorado and is a leading high-tech state, with the second...



INFRASTRUCTURE ENGINEERING

World-class engineering, design, commercial and civil construction firms call Colorado home, and they...



HEALTH & WELLNESS

Already home to the fittest and leanest population due to active lifestyles and access to the great...



FOOD & AGRICULTURE

Colorado has a strong heritage in farming and ranching, as well as great depth in natural and organic...



FINANCIAL SERVICES

As the "Wall Street of the West," Colorado's Front Range is one of the few areas outside of the Northeast...



ENERGY & NATURAL RESOURCES

Colorado is recognized as a leader in wind, solar and geothermal energy, and defined the...



ELECTRONICS

More than 300 R&D, manufacturing, and distribution companies exist in Colorado and provide electronics...



DEFENSE & HOMELAND SECURITY

Colorado is home to a diverse mix of Department of Defense military installations including the...



CREATIVE INDUSTRIES

Colorado is a global leader in the creative industries, which include six creative sectors: design, film...



BIOSCIENCE

The bioscience industry in Colorado is a vital part of the state's economy, with employment growth...



AEROSPACE

Colorado's aerospace industry ranks 2nd in the nation for private sector aerospace employment...



ADVANCED MANUFACTURING

Manufacturing leaders in the state are global leaders in advanced materials, as well as food...

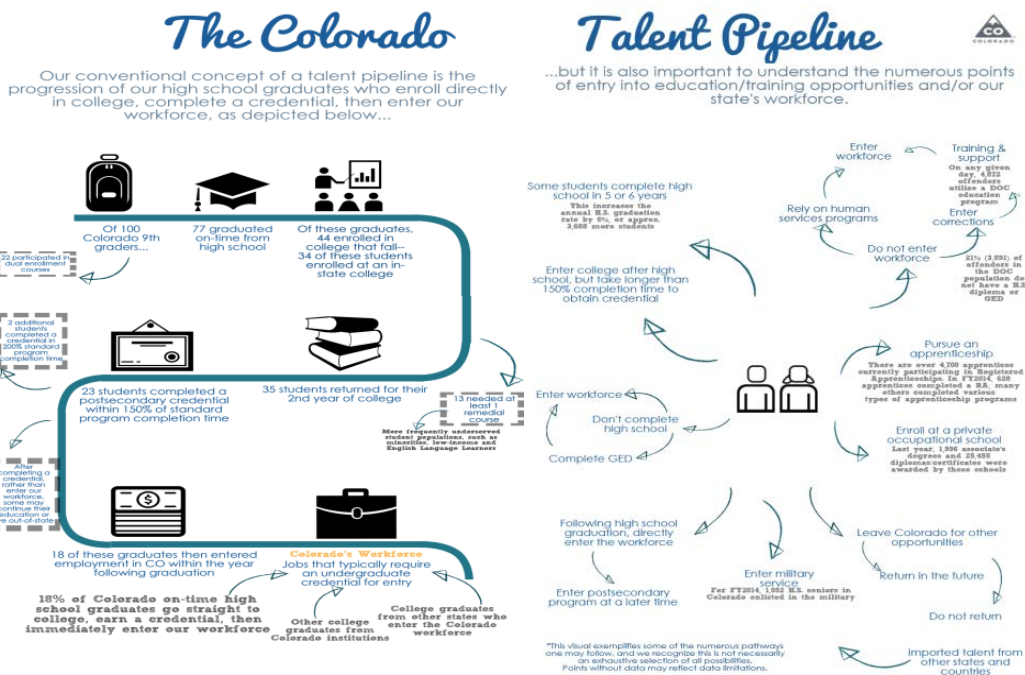
Core Objectives of Colorado Blueprint

- I. Build a Business Friendly Environment
- II. Recruit, Grow and Retain Businesses
- III. Increase Access to Capital
- IV. Create and Market a Stronger Colorado Brand
- V. Educate and Train the Workforce of the Future**
- VI. Cultivate Innovation and Technology

INDUSTRY DATA AND ANALYSIS TOOLS

■ Supporting Regional Partnerships

■ Statewide Data Analysis



TRAINING AND CAPACITY BUILDING



- Major emphasis in Colorado
- Individual technical assistance and coaching for regions
- Statewide Community of Learning

*Give a **man** a **fish** and you feed **him** for a day. **Teach a man to fish** and you feed **him** for a lifetime. – Chinese proverb*



AWARENESS AND INDUSTRY OUTREACH

- Partnership with statewide industry Associations
- Regional outreach

Legislation and Administrative Policy

- Enabled by several pieces of state legislation codifying sector partnerships (SB14-205; HB15-1274)



PERFORMANCE MEASURES

Ten Indicators of a High Performing Colorado Sector Partnership

1. Operates strategically and effectively
2. Is led by, and continually attracts, influential, engaged private sector leaders
3. Is supported by a comprehensive “regional support team” of non-employer partners
4. Focuses on solutions with economic impact
5. Fosters continuous improvement of Colorado’s education, workforce development and economic development systems
6. Operates in a true labor market region
7. Can demonstrate action
8. Self-promotes and markets achievements
9. Impacts Decision makers and related industry efforts
10. Sustains itself over time

Learn more: <http://www.sectorssummit.com/creating-and-sustaining-a-sector-partnership/>



NEW JERSEY'S TALENT DEVELOPMENT STRATEGY

SHARED VISION

Increasing the number of residents with industry-valued credentials or degrees through high-quality partnerships and integrated investments

Common definitions of:

- High-quality partnerships
- Career pathways

Four key partner agencies:

Department of Labor and Workforce Development (LWD)

Department of Education

Office of the Secretary of Higher Education

State Employment and Training Commission

SHARED STRATEGY

- LWD has investment in the establishment of 7 **Talent Networks** focused on the state's key industries

Each Talent Network:

- Develops industry intelligence to inform workforce investments
- Develops high-quality, employer-driven partnerships, by facilitating the development of 3 Targeted Industry Partnerships (TIP) across the state

- LWD has created a **TIP Fund** of \$5 million to invest in the most promising partnerships
- LWD has invested \$2.9 million to establish 3 **Talent Development Centers** at colleges and universities to serve as Centers of Excellence and to provide dislocated worker and incumbent worker training



NEW JERSEY'S TALENT DEVELOPMENT STRATEGY

LABOR MARKET INFORMATION TOOLS

- Industry focused Labor Market Analysts at LWD are partnering with the Talent Networks to:
 - Support the development of Targeted Industry Partnerships (TIPs)
 - Produce an annual Industry Workforce Report
 - Convene an annual Industry Summit
- Development of an Industry-Valued Credential List to guide investments and to provide key career information

TRAINING / CAPACITY BUILDING

- New Jersey is launching a Partnership Development Academy to train Talent Networks, local WDB's, community colleges, state business service staff and other stakeholders.



NEW JERSEY'S TALENT DEVELOPMENT STRATEGY

EMPLOYER OUTREACH

- Talent Networks have developed strong partnerships with employers and industry associations through the 4 years of their work to date.
- Future employer outreach efforts across programs and departments will be focused on the development of the 21 Targeted Industry Partnerships, including:
 - Talent Networks
 - State business service representatives
 - Career and technical education
 - State incumbent worker grants
 - Talent Development Centers

POLICY / PERFORMANCE

- Focus of investments on industry-valued credentials and degrees
- Additional metrics for local WDB's in WIOA, including:
 - Number of high-quality, employer-driven partnerships development
 - Commitment to regional collaboration
- Continued efforts to strengthen the Eligible Training Provider List and the Consumer Report Card (NJTopps.org) to reinforce focus on credential attainment



BREAKOUT QUESTIONS

- What are the most important components of success, particularly when beginning this work?
- How do you define, measure, and communicate success, both at the state level, but also for local and regional partnerships?
- What key challenges have you encountered in setting up and sustaining sector partnerships and what are some of the innovative ways you have addressed them?



BREAKOUT FACILITATORS

■ Breakout 1 Facilitator

- ▣ Mike Bartlett, Policy Analyst, National Governors Association

■ Breakout 2 Facilitator

- ▣ Martin Simon, Director, Economic, Human Services and Workforce Division, National Governors Association



QUESTION & ANSWER SESSION

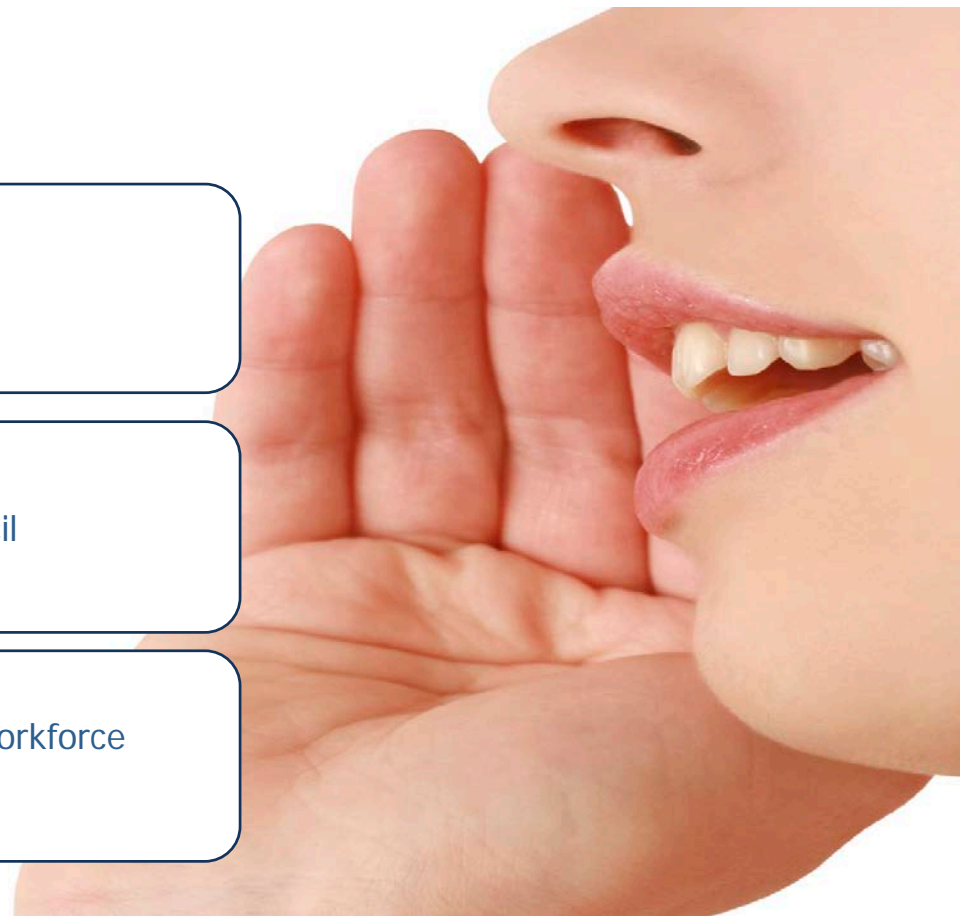


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Thank



You



POLLING QUESTION

After attending this Virtual Institute, or any of the other Sector Strategies TA events, do you feel your organization:

1. Is better prepared to advance sector strategy approaches?
2. Has more tools to adapt quality practices?
3. All of the above
4. None of the above

