



Linking Sector Partnerships to Career Pathways

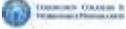
Past, Present, & Future

Building Your Future with Adult Education & Literacy Conference - July 20, 2017

COMMUNITY COLLEGES & WORKFORCE PREPARATION
Prosperity Through Education

AGENDA

- Introductions
- Sector Partnerships & Career Pathways 101
- SP's & CP's in Iowa
 - Past, Present, & Future initiatives
- Closing and Questions

INTRODUCTIONS




1. Name
2. Organization/Agency
3. Knowledge of Sector Partnerships (Scale 0 – 5)
4. Knowledge of Career Pathways (Scale 0 – 5)
5. Worst Job Ever Had
6. Super Power You Want



WHY NOW? WHAT CHANGED?

WIOA

- (2) To support the alignment of workforce investment, education, and economic development systems in support of a comprehensive, accessible, and high-quality workforce development system in the United States.
- (3) To improve the quality and labor market relevance of workforce investment, education, and economic development efforts to provide America's workers with the skills and credentials necessary to secure and advance in employment with family-sustaining wages and to provide America's employers with the skilled workers the employers need to succeed in a global economy

Source: https://www.oregon.gov/owib/SP/Documents/wioa_-_sector_partnerships_dec_2014.pdf



WHAT IS A SECTOR PARTNERSHIP?

- The Sector Partnership Leadership Council (SPLC) has defined a sector partnership as:

"A workforce collaborative that organizes key stakeholders and targeted industry partners into a sustainable working group that focuses on the long-term workforce needs of a targeted industry cluster. Membership in the sector partnership is determined by the targeted industry partners. Sector partnerships operate within a true labor market region and are not confined to particular workforce, education, or similar regional boundaries."



The partnership acts as a "shared table" for business leaders to collaborate with a range of public partners, and for public partners to work together to align programs to industry needs.



WHAT IS A CAREER PATHWAY?

- The Sector Partnership Leadership Council (SPLC) has defined a career pathway as:

"A career pathway consists of structured course sequences which organize rigorous and high-quality education, training, and other services related to a targeted industry cluster to meet the education and skill needs of the region and state, and the particular needs of an individual, all in the context of workforce preparation. This is achieved through collaboration between industry partners and support partners within a sector partnership."



WHAT IS A CAREER PATHWAY?

OCCUPATION-BASED

- Pro's**
- One occupation
 - Easy to understand
 - Less clutter
 - More likely to read

- Con's**
- Less detail
 - Confusion about requirements
 - May present unrealistic picture



WHAT IS A CAREER PATHWAY?

INDUSTRY-BASED

- Pro's**
- More information
 - Larger view of careers
 - Shows advancement choices
 - May discover new careers

- Con's**
- Information overload
 - Takes too much time to read
 - Overwhelming



WHAT IS A CAREER PATHWAY?

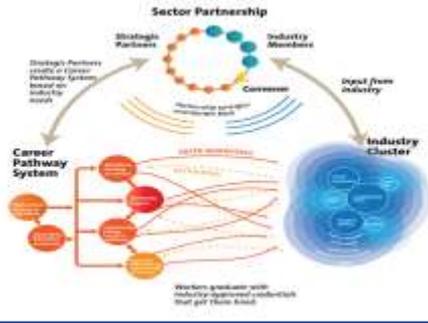
- Templates available in *Toolkit 2.0: Emerging*



<https://www.educateiowa.gov/sites/ed/documents/2.0%20Sector%20Partnership%20Toolkit.pdf>



HOW DO THEY TIE TOGETHER?



SECTOR PARTNERSHIPS: PROVEN RESULTS

- National Governors Association report "State Sector Strategies Coming of Age: Implications for State Workforce Policymakers" findings:

- 41% reported reduced turnover
- 19% reported less rework on the job
- 23% reported fewer customer complaints
- 100% of the companies said that participation in a sector partnership was valuable



Source: <https://www.nga.org/files/live/sites/NGA/files/pdf/2013/1301NGASSRreport.pdf>



WHERE IS IT WORKING?

Study conducted by the National Skills Coalition in 2015 of all 50 states to determine which states have an official state policy supporting sector partnership work found:

- 21 have established SP's
- 20 have a different program
- 1 used to, but now an unsupported program
- 8 have nothing



*Updated survey coming soon for 2017

Source: http://www.nationalskillscoalition.org/resources/publications/files/Final_Reviewed_50_State_Scan_Sector_Partnerships_1.pdf



SECTOR PARTNERSHIPS IN IOWA

- Survey conducted in December 2015 findings:
 - +/- 46 identified groups
 - 9 industries/sectors represented
 - 85 counties served by at least one partnership
- Updated survey completed in June 2017 findings:
 - +/- 60 identified groups
 - 10 industries/sectors represented
 - All of Iowa's 99 counties served by at least one partnership, including six counties from neighboring states



Source: <https://www.educateiowa.gov/files/rev/rev/d/Document/Sector%20Partnership%20Report%20FINAL%2001%202017%204%2014.pdf>



INVENTORY OF SECTOR PARTNERSHIPS IN IOWA REPORT – JUNE 2017

- Most were established in 2015 or later (62.1%), with oldest from 2009 (2)
- Top 3 industries: Advanced Manufacturing (40%), Information Technology (30.0%), and Health Science (28.3%).
- Nearly all (95%) are affiliated with a secondary or post-secondary organization, over half (54%) are affiliated with a local school district, and the vast majority (77%) are affiliated or plan to affiliate with industry or trade organizations and unions.
- Top 3 priorities: Developing a strong pipeline, building career awareness in schools, and workforce training/skill development are top priorities identified by sector partnerships.
- Half (50%) have developed and validated career pathways or are in the process of doing so.



SECTOR PARTNERSHIPS IN IOWA

- Sector Partnership Leadership Council (SPLC)
 - created to oversee the development, implementation, and achievement of policies and objectives related to sector partnerships and industry-specific career pathways across the state
 - also serve in a formal advisory role to the State Workforce Development Board related to sector partnerships and career pathways
 - membership emphasizes business, industry, and employer representation so that the council is truly industry-led and oriented





- Goal: "70% of Iowa's workforce possessing postsecondary education and training credentials by 2025"
- The Future Ready Alliance is charged with developing and recommending a strategic plan by October 31, 2017.
- Similar to WIOA, the Future Ready Iowa initiative outlines the need for better alignment of Iowa's education, workforce, and economic development efforts
- Interactive online portal provides career assessments, occupation information, regional data, education opportunities, and much more at www.futurereadyiowa.gov

Source: <https://governor.iowa.gov/sites/default/files/documents/FutureReadyIowa-FactSheet.pdf>



SECTOR PARTNERSHIPS IN IOWA

- The SPLC identified Information Technology (IT) as a priority industry
 - Support efforts to promote and increase employment in IT
 - Goal: Creation of two new IT partnerships in Iowa



IDOE-CAEL-TAI PARTNERSHIP

- The Council for Adult & Experiential Learning (CAEL) was contracted to help develop career pathways in Iowa
 - Met with the 5 current IT sector partnerships in Iowa
 - Council Bluffs, Dubuque, Des Moines, Cedar Rapids, and the Quad Cities
 - Began initial conversations with proposed sites for two new partnerships
 - Waterloo and Sioux City
- Collaborated with the Technology Association of Iowa (TAI)
 - Leveraged business/industry relationships to investigate needs, concerns, insight, etc... with tech employers across the state.

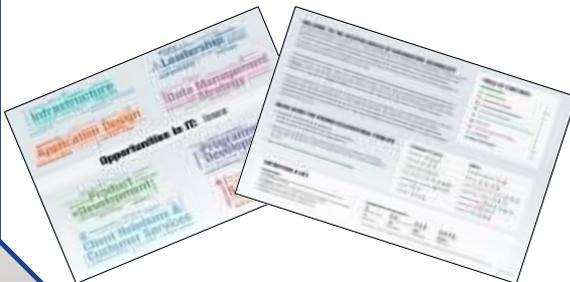


IDOE-CAEL-TAI PARTNERSHIP

- TAI and Regional Sector Partnerships unanimously voiced the same problem statement and audience:
 - Not enough students consider careers in IT
 - IT as an industry is not well known or understood
 - Students, parents and teachers are the key audience
 - How do we help students see themselves in IT occupations?



IT OPPORTUNITIES IN IOWA



IT OPPORTUNITIES IN IOWA



SECTOR PARTNERSHIPS IN IOWA

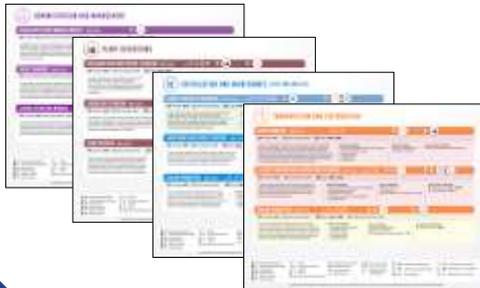


Target: Energy/Utilities Industry

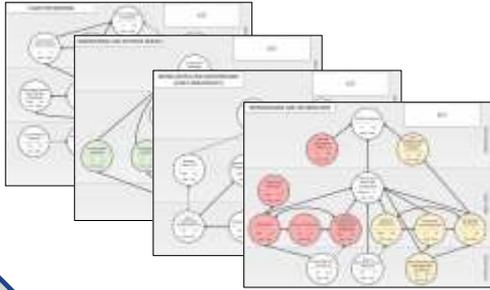
- IDOE partnering with CAEL
- Industry representation by the Iowa Energy Workforce Consortium (IEWC)
- Proposed completion by June/July 2017



ENERGY OPPORTUNITIES IN IOWA



ENERGY OPPORTUNITIES IN IOWA



SECTOR PARTNERSHIPS IN IOWA



Target: Release of *Toolkit 3.0: Sustaining*

- Toolkit 1.0: Planning (09/16)
 - Investigating, planning, & formation
- Toolkit 2.0: Emerging (03/17)
 - Launch, engagement activities, & career pathways
- Toolkit 3.0: Sustaining (08/17)
 - Performance metrics, marketing, & maintenance



SECTOR PARTNERSHIPS IN IOWA



Target: Facilitator certification program

- A new program to educate and empower facilitators to establish, lead, and manage sector partnerships across the state
- Available as local in-person training events, online webinars, pre-recorded trainings, and other downloadable content
- Topics to include, but not limited to:

■ business and industry engagement	■ data mining and interpretation
■ project delegation and management	■ customer relationship management
■ facilitation and presentation skills	■ partnership performance metrics
■ career pathway development	■ economic & community development



SECTOR PARTNERSHIPS IN IOWA



Target: Develop and support facilitator team

- Offer continuous support for facilitators across the state
- Online database to share best practices, success stories, learning moments, upcoming events, etc... between facilitators
- Consistent interaction through conference calls, email lists, monthly newsletters, and community events
- Meet twice per year for "summit" events



SECTOR PARTNERSHIPS IN IOWA



Target: Create and maintain online repository of sector partnership information and resources

- Facilitation of best practices, success stories, upcoming events, etc... across the entire state
- Sharing IDOE, IWD, SPLC, and other public agency strategies, plans, schedules, etc...
- Facilitation of training materials and other continuing education resources
- Currently housed at www.educateiowa.gov/adult-career-and-community-college/sector-partnerships
 - Plans to further integrate with the Future Ready Iowa online portal



SECTOR PARTNERSHIPS IN IOWA



Target: Community engagement

- Travel to meet each and every sector partnership in Iowa in-person
- Goal of understanding each unique community, not to dictate or manage
 - Partnership meetings, site tours, networking, and other community events