

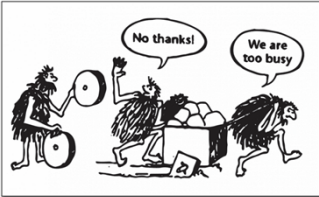

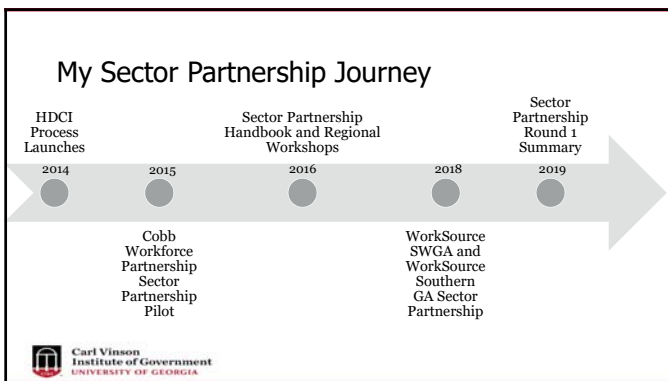
# Reflections on Round One Sector Partnership Efforts

June 14, 2019



## Goals for Today

- Reflect on the successes and challenges of the round 1 grant
- Discuss keys to effective sector partnerships
- Learn from each other as we plan for round 2
- Incorporate promising practices into round 2

### Different Approaches to Sector Partnerships

Approaches to Work				
Region & Sector	Project Management Approach	Sector Analysis	Organizational Structure	Activities / Implementation
Region 1: Northwest Georgia Sector: Manufacturing	Local consultant	Needs assessment	Steering committee and working groups	Strategic plan
Region 2: Georgia Mountains Sector: Manufacturing	National consultant	Other analysis	Champion and working groups	Plan and awareness and curriculum
Region 3: Metro Atlanta Sector: Information Technology, Law/Health Care	Local project manager	Needs assessment	Steering committee and working groups and champion	Strategic plan
Region 4: Three Rivers Sector: Manufacturing	Sub to national consultant	Listening sessions and data analysis		Website strategy development
Region 5: Northeast Georgia Sector: Manufacturing	Internal project manager	Survey and listening sessions		Awareness and marketing / branding
Region 6: Middle Georgia Sector: Manufacturing	Local project manager			
Region 7: East Central Georgia Sector: Manufacturing	Local consultant	Needs assessment and gap analysis		Plan for strategic plan
Region 8: West Central Georgia Sector: Manufacturing	Region 8 did not apply for an HDCI Sector Partnership Grant			
Region 9: Heart of Georgia Sector: Manufacturing	Managed internally	Survey		Awareness
Region 10: Southwest Georgia Sector: Health Care	Local consultant	Needs assessment	Steering committee and working groups	Strategic plan
Region 11: Southern Georgia Sector: Health Care	Local consultant	Needs assessment	Steering committee and working groups	Strategic plan
Region 12: Coastal Georgia Sector: Logistics, Manufacturing, Maritime	Local consultant	Needs assessment and gap analysis		Marketing / branding

## Slide 2

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**GW1** Greg Wilson, 6/12/2019

## Reflections from Round 1



- **We all learned a LOT**
- Sector partnerships can be powerful but are also challenging
- An effective needs assessment process is key
- Sector partnerships come in many different forms and sizes
- They took longer to get started and form than anyone expected
- Consultants, project managers, and other resources can be useful, but need to be managed effectively and help build our organization's capacity
- We must implement the plan and employers must be involved

## What is a sector partnership?

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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## Core elements of a sector partnership (in my opinion)

- Convener (ideally the workforce board but could be another organization)
- Substantive Needs Assessment
- Implementation Plan to Close Gaps Identified During the Needs Assessment
- Working Groups to Work the Plan
- Regular Cycle of Accountability
- Significant Employer Involvement and Leadership PLUS other partners (e.g., WIOA, Post-Secondary, K-12, DOL, etc.)
- Project Management Staff to Support the Work

## Needs Assessment Process

Labor Market Data + Needs Assessment Meeting/s = Comprehensive Needs Assessment

### Key Needs Assessment Questions

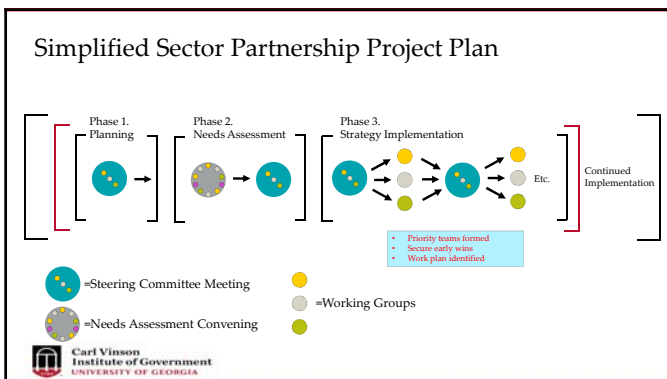
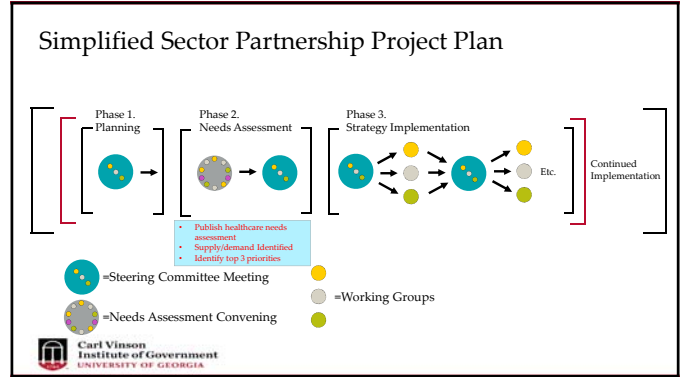
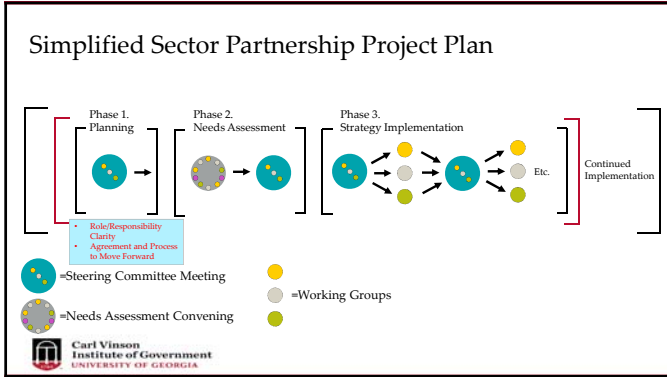
1. What are your hardest jobs to fill currently?
2. What do you anticipate being your hardest jobs to fill over the next several years?
3. What skills (hard or soft) do you find lacking in entry level talent?
4. What workforce issues are you facing as a company?
5. What can workforce development partners do to assist you?

### NEEDS ASSESSMENT

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


## Crafting a Sector Partnership Strategy






- ### Considerations for Round 2
- Lessons Learned from Round 1
  - New Sector or Continue First Sector?
  - Capacity Building
  - Building Business Leadership and Involvement
  - Project Management
  - Needs Assessment Driven
  - Achieving Results (Implementation)
  - Sustainability
  - Communicating the Work and Success of the Partnership?
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## Using Metrics in Round Two



- What are the impacts of our sector partnerships?
- What population measures are we trying to impact?
- What program measures can we track for our work?
- Metrics help us to better tell our story to internal and external stakeholders
- Showing the efficacy of our programs will also help to secure future funding—both public and private



## 3 - Performance Measures

How much did we do?	<i>Who are our customers and what services do we provide for them?</i>
How well did we do it?	<i>How well do we provide those services?</i>
Is anyone better off?	<i>What is the desired impact of those services on our customers ("customer results")?</i>

Source: Results Based Accountability

## Want to learn more?



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## Questions? Discussion?

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