REGIONAL SECTOR PARTNERSHIPS
WHAT ARE SECTOR PARTNERSHIPS?

- 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.”
WHAT ARE SECTOR PARTNERSHIPS?

- 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.”
WHAT ARE SECTOR PARTNERSHIPS?

• 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.”
WHAT ARE SECTOR PARTNERSHIPS?

• 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.”
SECTOR PARTNERSHIPS VS. SECTOR STRATEGIES

- **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 the targeted sector.”
WHAT ARE SECTOR PARTNERSHIPS?

- Regional collaborative to foster greater communication and collaboration among public and private partners.
- Partnerships engage businesses and inform the educational and workforce development efforts at the regional level.
- Each partnership is focused on a **single industry or industry cluster**.
- The role and activities of each sector partnership are uniquely tailored to the local needs identified by a needs assessment process and ongoing conversations with industry leaders.
SECTOR PARTNERSHIP STRUCTURE

- Economic Development Professionals
- Workforce Development Boards
- Chambers & Trade Associations
- Government Agencies/Leaders
- Human-Service Organizations
- Community Partners
- K-12 Education
- Adult Education
- USG
- CBOs
- TCSG
<table>
<thead>
<tr>
<th>GEORGIA’S TIMELINE</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>2014-2015</strong></td>
</tr>
<tr>
<td>• Original HDCI Listening Sessions</td>
</tr>
<tr>
<td>• Release of HDCI Report</td>
</tr>
<tr>
<td><strong>2016</strong></td>
</tr>
<tr>
<td>• Sector Strategy Training Sessions</td>
</tr>
<tr>
<td>• Regional Sector Partnership Workshops</td>
</tr>
<tr>
<td>• Release of Sector Partnership Guide</td>
</tr>
<tr>
<td>• Announcement of Round One Sector Partnership Grants</td>
</tr>
<tr>
<td><strong>2017</strong></td>
</tr>
<tr>
<td>• Round One Grants Awarded</td>
</tr>
<tr>
<td>• Sector Partnership Conference in Jekyll Island</td>
</tr>
<tr>
<td><strong>2018</strong></td>
</tr>
<tr>
<td>• WorkSource Georgia Transition to TCSG</td>
</tr>
<tr>
<td>• WorkSource Georgia Academy 2018 Conference</td>
</tr>
<tr>
<td><strong>2019</strong></td>
</tr>
<tr>
<td>• Round Two Sector Partnership Grants Announced</td>
</tr>
<tr>
<td>• Business Services &amp; Sector Partnerships Conference</td>
</tr>
</tbody>
</table>
ROUND ONE REGIONAL INDUSTRY FOCUS

• Region 1: Advanced Manufacturing
• Region 2: Advanced Manufacturing
• Region 3: Information Technology, Healthcare, Logistics
• Region 4: Advanced Manufacturing
• Region 5: Advanced Manufacturing
• Region 6: Advanced Manufacturing
• Region 7: Advanced Manufacturing
• Region 9: Advanced Manufacturing
• Region 10: Healthcare
• Region 11: Healthcare
• Region 12: Advanced Manufacturing, Logistics, Hospitality
WHY SECTOR PARTNERSHIPS?

• The “Silver Tsunami”

“About 10,000 baby boomers in the United States will turn 65 every day until about the year 2030...some years, this daily average will exceed 13,000.”

- U.S. Census Bureau
WHY SECTOR PARTNERSHIPS?

• Changing Workforce

U.S. labor force by generation, 1995-2015

In millions

Note: Due to data limitations, Silent generation is overestimated from 2008-2015.
PEW RESEARCH CENTER
WHY SECTOR PARTNERSHIPS?

• Extremely High Demands

1. Software Engineer/Computer Programmer
2. Registered Nurse
3. Industrial/Mechanical/Electrical Engineer
4. Network Systems/Data Analyst
5. Cybersecurity Specialist
6. Electrician/Plumber/Welder
7. Commercial Pilot
8. Aircraft Mechanic
9. Commercial Truck Driver
10. Industrial Maintenance Technician/Machinist
WHY SECTOR PARTNERSHIPS?

• The Skills Gap

“By 2020, 65 percent of all jobs in the economy will require postsecondary education and training beyond high school.”

- Harvard University
WHY SECTOR PARTNERSHIPS?

• **The Skills Gap**
  
  • Georgia HS Graduation Rate: \(~80.6\%\)
    
    • Post-Secondary Enrollment Rate: \(~70.3\%\)
      
      • Post-Secondary Completion Rate: \(~63.2\%\)
        
        • Relevant Job Placement Rate: \(~40\%\)
          
          • Roughly **1 out of 10** Georgia HS Students are receiving jobs for which they received post-secondary training
WHY SECTOR PARTNERSHIPS?

- Changing Skills Needs

“Around 85% of the jobs that today’s learner will be doing in 2030 haven’t even been invented yet.” - Institute for the Future, 2017
WHY SECTOR PARTNERSHIPS?

• Changing Industry Dynamics

Figure 1—Distribution of the Labor Force by Sector

The Productivity Revolution

Manufacturing job share vs. manufacturing output (Index: 2002=100), 1950-2008


Source: Brian Westbury, First Trust Portfolios
WHY SECTOR PARTNERSHIPS?

• Changing Industry Dynamics
WHY SECTOR PARTNERSHIPS?

- **Industrial Disruptions**
  - Elimination of low-skill, repetitious jobs
  - Retail most at risk
  - Healthcare least at risk
WHY SECTOR PARTNERSHIPS?

- They are required by Law...
WHAT’S THE PURPOSE OF SECTOR PARTNERSHIPS?

• To serve two groups:
  • Businesses
  • Individuals (students/jobseekers)

• To make better use of resources:
  • Make education and workforce efforts more effective and efficient
  • Provide regional employers with a more skilled and reliable workforce
  • Provide the individuals in regions with better access to the career opportunities in their backyards
  • Build a path for sustained career growth/development and a ladder up to that path
WHAT’S THE PURPOSE OF SECTOR PARTNERSHIPS?

• To serve businesses:
  • Develop active partnerships with businesses to learn from each other
    • Be business-driven, but also help employers see where they can improve or assist
    • Help business leaders see the value in investing in their workforce
    • Help employers determine exactly what they need
    • Help employers see previously over-looked opportunities (veterans, previously incarcerated, individuals with disabilities, individuals without four-year degrees, at-risk youth, etc.)
WHAT’S THE PURPOSE OF SECTOR PARTNERSHIPS?

• To serve individuals:
  • Provide opportunities that are currently unavailable
  • Provide exposure to previously unconsidered opportunities
  • Simplify the process of career development
  • Assist with overcoming crippling systemic barriers
  • De-risk the process of skill attainment for low income individuals
WHAT MUST SECTOR PARTNERSHIPS DO?

• **TRULY work together:**
  • Work actively with partners to co-serve without simply asking for money or resources
  • Help each other set realistic goals, while also being ready to push the boundaries of what has typically been done
  • Important task: myth busting across partners; there is often more flexibility than partners tend to believe
  • Be willing to include people/voices that you wouldn’t traditionally include to ensure all perspectives and opinions are considered
  • Do things differently than maybe ever before
WHAT MUST SECTOR PARTNERSHIPS DO?

• **TRULY work together:**
  • Set priorities and divide responsibilities. One group or partner CANNOT serve all the needs of a sector partnership
  • Actively work to change the culture of regional partnership and individual organizations
    • “Culture eats strategy for breakfast.”
    • These efforts require a paradigm shift and a new way of viewing the work being done
  • Understand that, as a group, these partners are uniquely positioned to be the ONLY people who can make these changes actually happen
WHAT DOES THE WORK LOOK LIKE?

• Data collection and alignment efforts
• Creating new apprenticeship or other training programs
  • Aligning and integrating WIOA Business Services with regional economic development efforts
• Updating existing post-secondary training programs
• Creating or expanding CTAE offerings at the K-12 level
  • Building effective career pathways
  • New internship opportunities for K-12 students
  • New externship opportunities for teachers, counselors, and administrators
  • Greater industry presence and influence in schools
• Developing strategies to better leverage and braid funding streams
• Developing regional outreach and awareness efforts
• Innovative strategies to address systemic barriers (e.g., transportation & childcare issues)
BUILDING CAREER PATHWAYS
WHAT ARE CAREER PATHWAYS?

• Career pathways are an integrated collection of programs and services intended to develop students’ core academic, technical, and employability skills by providing them with continuous education & training and placing them in high-demand, high-opportunity careers.

• Each step on a career pathway is designed explicitly to prepare students to progress to the next level of education and/or employment.

• Career pathways target jobs in industries of importance to local and regional economies.
WHY DO WE NEED CAREER PATHWAYS?

• Broad Support/Mandates for Their Creation
  • Federal partnership to promote their creation by:
    • U.S. Department of Labor
    • U.S. Department of Education
    • U.S. Department of Health and Human Services
  • WIOA mandates their creation
WHAT DOES A CAREER PATHWAY LOOK LIKE?

- “Cradle to Career” Pipeline
WHAT DOES A CAREER PATHWAY LOOK LIKE?

- Career Preparation Pipeline
HOW DO WE ADDRESS THE ISSUES?

- Career Preparation Pipeline

**Empower**

**Empowerment:**

- **Empower** students with a strong educational foundation to prepare them for a future of rigorous instruction and relevant career training.
- Student experiences may include:
  - Enrollment in a Quality-Rated early education facility
  - Seamless transition between various education levels
  - Alignment between academic and CTAE courses
  - Curriculum that relates coursework to real-world and workplace experiences
WHAT DOES A CAREER PATHWAY LOOK LIKE?

• Career Preparation Pipeline

Exposure:

• Expose students to an array of career options, enabling them to make informed decisions moving forward

• Student experiences may include:
  • Grade-Specific Career Awareness Lessons
  • 5th Grade Career Portfolio
  • Guest Speakers
  • Field Trips
  • Career Fairs
WHAT DOES A CAREER PATHWAY LOOK LIKE?

- Career Preparation Pipeline

Explore

Exploration:

- Allow students to **explore** career interests with the goal of narrowing their focus to dedicated career options
- Student experiences may include:
  - Workplace Tour
  - Employer Interview
  - Job Shadow
  - Career Research
  - Career Exploratory Courses
  - Career Assessments/Inventories
  - Completing Individual Graduation Plan
WHAT DOES A CAREER PATHWAY LOOK LIKE?

• Career Preparation Pipeline

Experience:

• Provide opportunities for students to gain experience in their selected career fields.

• Student experiences may include:
  • Work-Based Learning Program
  • Internship
  • Co-op
  • Youth Apprenticeship
  • Part-Time Job
  • Earning Dual-Enrollment Credit

• Completing a Career Pathway
• Completing a Career-Related Capstone Project
WHAT DOES A CAREER PATHWAY LOOK LIKE?

- Career Preparation Pipeline

Expansion:

- Expand upon students’ relevant job-related experience with formal education and training that leads to a successful career
- Student experiences may include:
  - Pursuing an Associate, Bachelor’s Degree, or higher-level degree
  - Pursuing a Technical Certification
  - Apprenticeship
  - Clinical Experience
  - On-the-Job Training
WHAT DOES A CAREER PATHWAY LOOK LIKE?

• Career Preparation Pipeline

Employ

Employment:

• Connect students with employers who are seeking a skilled workforce, providing students with successful and stable careers
• Student experiences may include:
  • Job Fair
  • Job-Placement Program
  • Employment Website or Software
WHAT DOES A CAREER PATHWAY LOOK LIKE?

- Integrated Pathways Model

SECONDARY TO POSTSECONDARY PROGRAMS OF STUDY

POSTSECONDARY PATHWAYS (INCLUDING APPRENTICESHIPS)

STACKABLE CREDENTIALS

Acceleration & College Readiness through Dual Enrollment & Integrated Instruction

AA/AAS

BA/BS IN TECHNICAL FIELD

SYSTEM OUTCOMES

Financially sustainable, aligned career pathways systems for youth & adults

Increased number of skilled workers with credentials of value to the labor market

Greater cost efficiencies by reducing duplication of services

LOW SKILLED JOBS

SEMI-SKILLED JOBS

MIDDLE SKILLED JOBS

MIDDLE SKILLED JOBS

ADVANCED SKILLED JOBS

ADULT CAREER PATHWAYS
HOW DO CAREER PATHWAYS FIT INTO WIOA AND THE WORKFORCE SYSTEM?

• Career pathways create avenues of advancement for the unemployed, underemployed, individuals with barriers to employment, incumbent workers, and future labor market entrants.
• The main goals of career pathways are to connect individuals with sustainable career paths and produce a steady supply of qualified talent for employers.
• Career pathways provide greater clarity and structure in career training and provide tracks of advancement that have relevance, credence, and currency with employers.
HOW DO CAREER PATHWAYS BENEFIT THE WORKFORCE SYSTEM?

• Career pathways should be one of the many byproducts of a successful sector partnership.
• Effective career pathways provide a clear route to sustainable employment that participants in the workforce system can easily take part in using the resources available to them through the workforce system.
• The pathways are organized around a sequence of certificates/credentials that lead learners in attainable and incremental steps toward higher levels of education/training and work, which perfectly aligns with the mission of the workforce system.
CORE COMPONENTS OF CAREER PATHWAYS

• **Strategic partnerships** comprised of employers, education & training providers at all levels, workforce development reps, and community-based organizations in key industries and occupational sectors.

• **Multiples ways to enter and exit** education pathways, with marketable credentials at each step, linking noncredit and credit training and short-term certificates with longer term credentials.

• **Active participation by employers** in pathway development, worksite training, placements, internships, apprenticeships, or financial support for worker learning to address regional workforce needs.
CORE COMPONENTS OF CAREER PATHWAYS

• **Innovations in program content and delivery** such as new K-12 occupation-focused learning opportunities, contextualized and accelerated basic/employability skills, new technical certificates and diplomas, flexible class schedules, experiential learning, cohort-based instruction, and combinations of online and face-to-face instruction.

• **Integrated support services**, such as career and academic coaching, financial assistance, access to public benefits, or other safety net supports provided by a range of partners including CBOs.
RESOURCES TO UTILIZE

• **HOPE Career Grant**
  - An extension of the HOPE Grant
  - Covers total cost of tuition for designated diploma or certificate programs
  - Students must meet all of the eligibility requirements for the HOPE grant and be receiving a HOPE Grant award for a term.
  - There are currently 17 approved program areas and over 400 approved certificate or degree programs in those areas
RESOURCES TO UTILIZE

• HOPE Career Grant
  • Automotive Technology
  • Aviation Technology
  • Certified Engineer Assistant
  • Commercial Truck Driving
  • Computer Programming
  • Computer Technology
  • Construction Technology
  • Diesel Equipment Technology
  • Early Childhood Care & Education

• Electrical Lineman Technology
  • Health Science
  • Industrial Maintenance
  • Logistics/Transportation Technology
  • Movie Production Set Design
  • Practical Nursing
  • Precision Manufacturing
  • Welding & Joining Technology
RESOURCES TO UTILIZE

• **YouScience**
  • Partnership between GaDOE & TCSG
  • Contract to provide access to all Georgia public high school students
  • Measures student’s interest AND aptitudes for high-demand careers
  • Provides career recommendations based off natural abilities
RESOURCES TO UTILIZE

- YouScience
RESOURCES TO UTILIZE

• YouScience
RESOURCES TO UTILIZE

• YouScience
HOW CAN YOU BE INVOLVED?

• **As a member of a LWDB**, you can ensure that your local staff and resources and engaged and actively helping to create career pathways for the in-demand industries in your region. From a oversight standpoint, you can ensure your area has in place policy and programming that is favorable to and supports the creation of career pathways.

• **As a local area staff member**, you can ensure that you and your team are fully engaged in any ongoing efforts to develop career pathways in your area/region. If your region has an active sector partnership, you can ensure career pathways are a strategic priority. If neither of these are occurring, you can initiate them.
HOW CAN YOU BE INVOLVED?

• **As a staff member of another workforce or education entity**, you can ensure that your organization is fully plugged into your area’s/region’s career pathway efforts and that your fellow partners are aware of the services or resources that you can bring to the table to be plugged into the pathway.

• **As a community leader**, you can provide vision and guidance to the partners in your region regarding the importance of this work and serve as a convener to bring the key players to the table if there is currently no activity.