

Addressing Your Industry's Training Needs Through Partnerships

Welcome!

October 6, 2014

Augusta Civic Center

Addressing Your Industry's Training Needs Through Partnerships

Agenda

9:30 a.m.	Opening Remarks - Commissioner(s)
10:00 a.m.	Agenda Description
10:15 a.m.	Job-Driven Action Plan/WIOA <i>Garret Oswald, Director, State Workforce Investment Board</i>
10:45 a.m.	Integrated Education Training Model <i>Gail Senese, Ph.D., State Director of Adult Education and Family Literacy</i>
11:15 a.m.	Best Practices in Partnership <i>Joan Dolan, Director of Apprenticeship and Strategic Partnerships</i>
11:45 a.m.	Working Lunch
12:45 p.m.	Workgroup Results
1:15 p.m.	Closing Remarks
1:30 p.m.	Technical Assistance Panel

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Job-Driven Action Plan

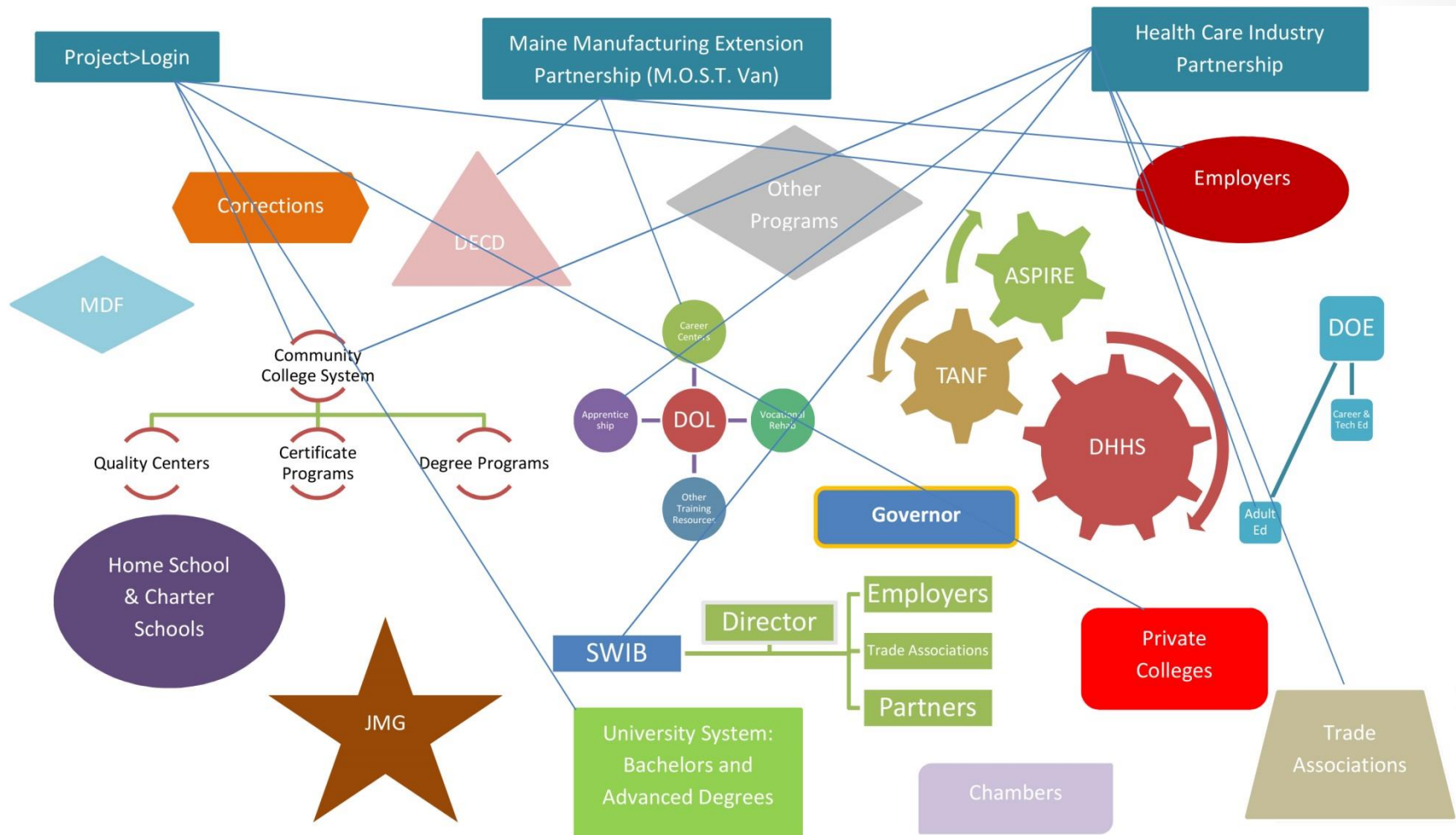
Workforce Innovation and Opportunity Act (WIOA)

Garret Oswald

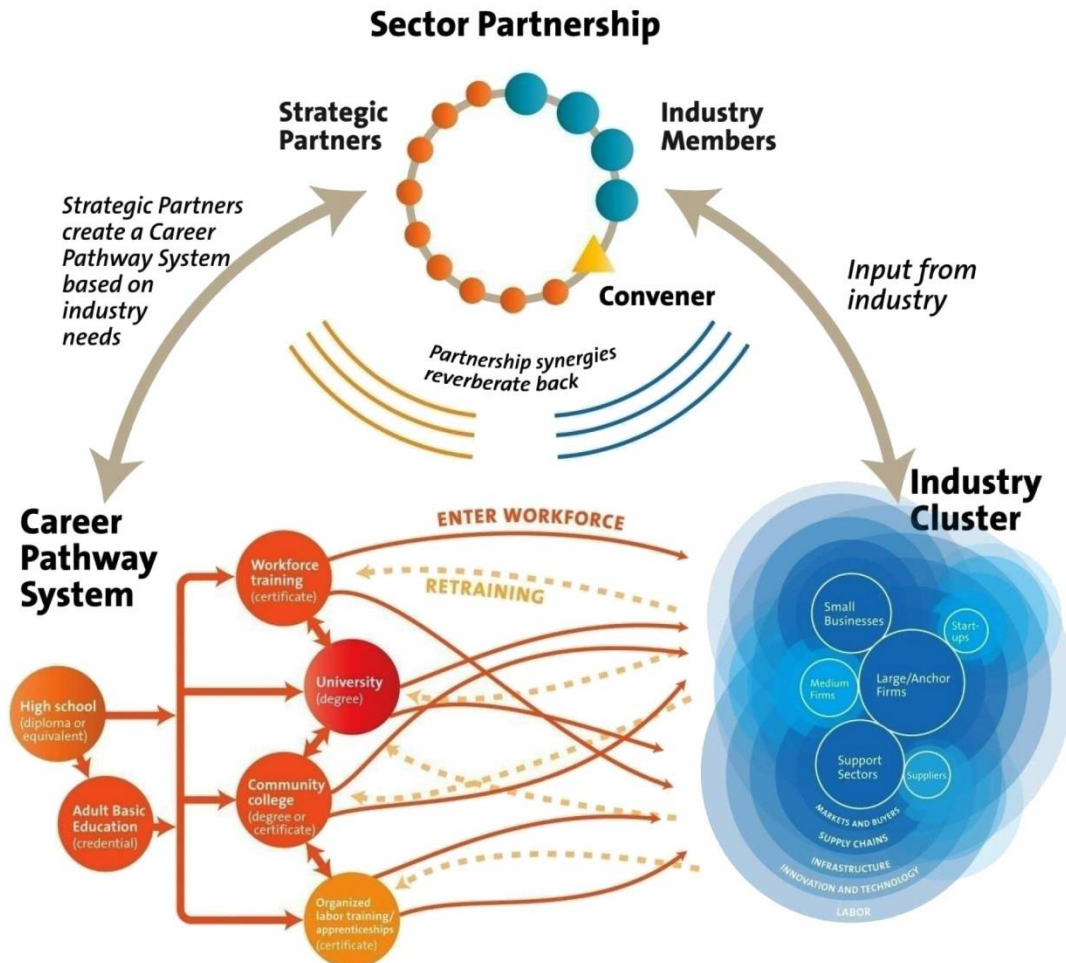
Director

State Workforce Investment Board

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Addressing Your Industry's Training Needs Through Partnerships



Addressing Your Industry's Training Needs Through Partnerships

- Reauthorization of the Workforce Investment Act (WIA)– Workforce Innovation & Opportunity Act (WIOA)
- Vice President Biden's report
 - Ready to Work: Job-Driven Training and American Opportunity

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WIOA

- The overarching goal of the administration's action plan is to make training programs more job-driven
- One strategy referenced throughout the report to meet the goal is engaging employers through sector partnerships
- Job-Driven Checklist is already embedded in discretionary grants and will be required in future strategic plans

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Job-Driven Checklist

- Engaging Employers
 - Work up-front with employers to determine local or regional hiring needs and design training programs that are responsive to those needs
- Earn and Learn
 - Offer work-based learning opportunities with employers, including On-the-Job Training (OJT), Internships, Pre-Apprenticeship, and Registered Apprenticeships as training paths to employment

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Job-Driven Checklist

- Smart Choices
 - Make better use of data to drive accountability, inform what programs are offered and what is taught, and offer user-friendly information for job seekers to choose programs that work for them and are likely to result in jobs
- Measure What Matters
 - Measure and evaluate employment and earnings outcomes

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Job-Driven Checklist

- Stepping Stones
 - Promote a seamless progression from one educational stepping stone to another, and across work-based training and education, so individuals efforts result in progress
- Opening Doors
 - Break down barriers to accessing job-driven training and hiring for any American who is willing and able to work, including access to job supports and relevant guidance

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Job-Driven Checklist

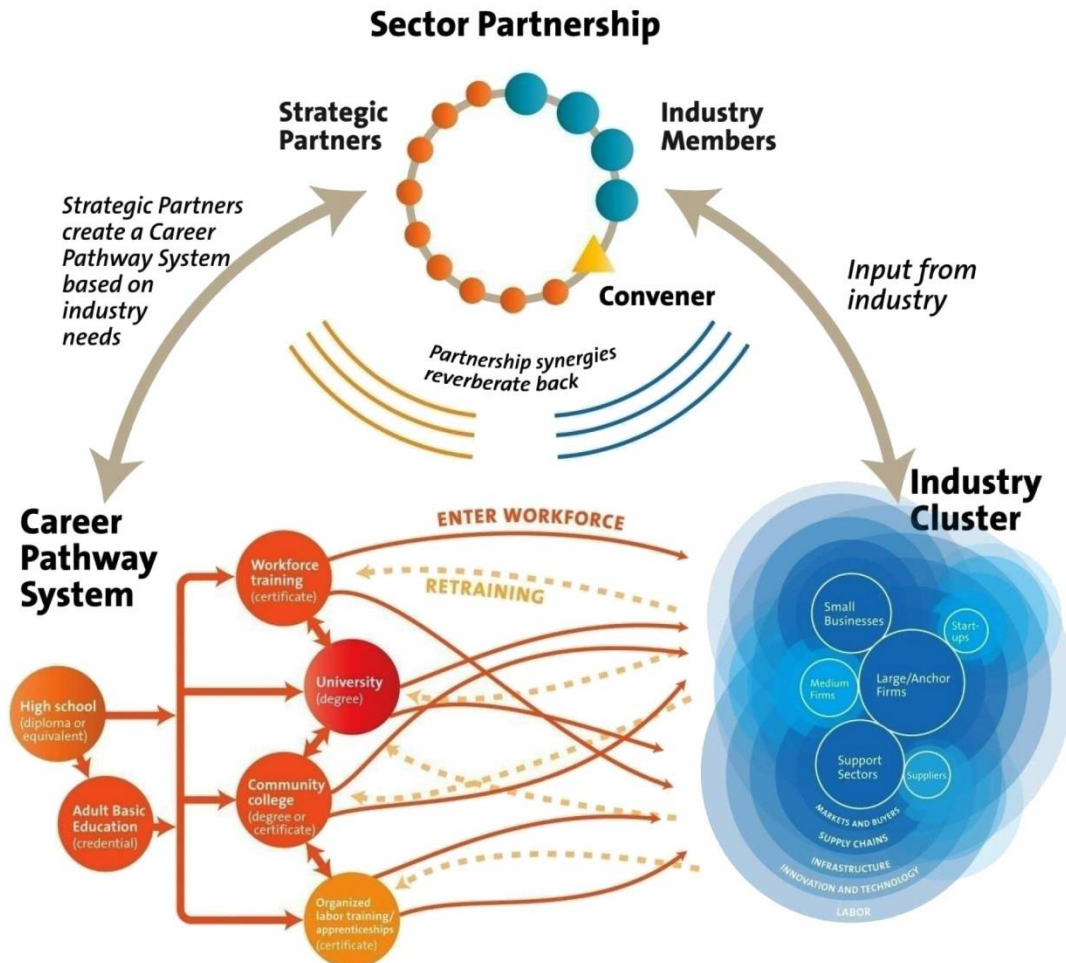
- Regional Partnerships
 - Create regional collaborations among Employers, Career Centers, educational institutions, labor, and business intermediaries

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Other Key Points

- Career Pathways, like Industry Partnerships, are embedded throughout the action plan
- Using data to align training with labor market demands
- Funding to seed and scale proven or promising strategies like Integrated Education Training (IET)

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Integrating Education and Skills Training

Gail Senese, PhD

State Director

Adult Education and Family Literacy

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Education is an important partner in the Career Pathways and Workforce Development system.

- Adult Education
- Career and Technical Education Centers
- Community Colleges
- Labor Association
- Technical Schools
- Trade Associations
- Universities

Why Involve Education?

- By 2018, over 58% of jobs in Maine will require some post-secondary education and training
- Currently only 37% of Maine's working-age people (ages 25 to 64) have an associate, bachelor's or graduate degree
- Maine adults without a high school diploma almost three times as likely to be out of work as adults with some college

Why things have to change

- Maine adults with only a high school diploma face unemployment rates substantially higher than adults with an associate degree and almost twice as high as those with a bachelor's degree
- Currently, 46 % of private industry workers are at least 45 years old
- Within the next 20 years, at least 40 % of the current workforce for most sectors will be 65 or older

Industry Partnerships and Career Pathways

What should the State do?

1. Commit to a shared vision and strategy
2. Engage employers and integrate sector principles
3. Collaborate to make resources available
4. Implement supportive state policies
5. Use data and shared measures

What Can You Do?

- **LOCAL/REGIONAL**

1. Commit to a shared vision and strategy
2. Employers and other partners integrate sector strategy principles
3. Collaborate to make resources available
4. Implement supportive local/regional policies
5. **Implement and integrate practices and process; strive for evidenced-based**
6. Use data and shared measures

Career Pathways Models

- Engage employers to determine their needs
- Use adult education to prepare adults for success in post-secondary education and work
- Connect education and training with support services
- Enable individuals to secure employment in a particular industry or occupation sector
- Lead to successively higher levels of education and employment
- Lead to industry-recognized credentials

Integrated Education and Training

- IET is a proven best practice
- Aligns education, workforce development and economic development systems at all education and training levels
- Employer involvement to identify needs to be resolved through IET program
- Combines occupational skills training with adult education services to respond to market demands
- Accelerates the student's pathway to marketable skills resulting in employment and/or additional schooling
- Benefits employers by widening the pool of potential employees

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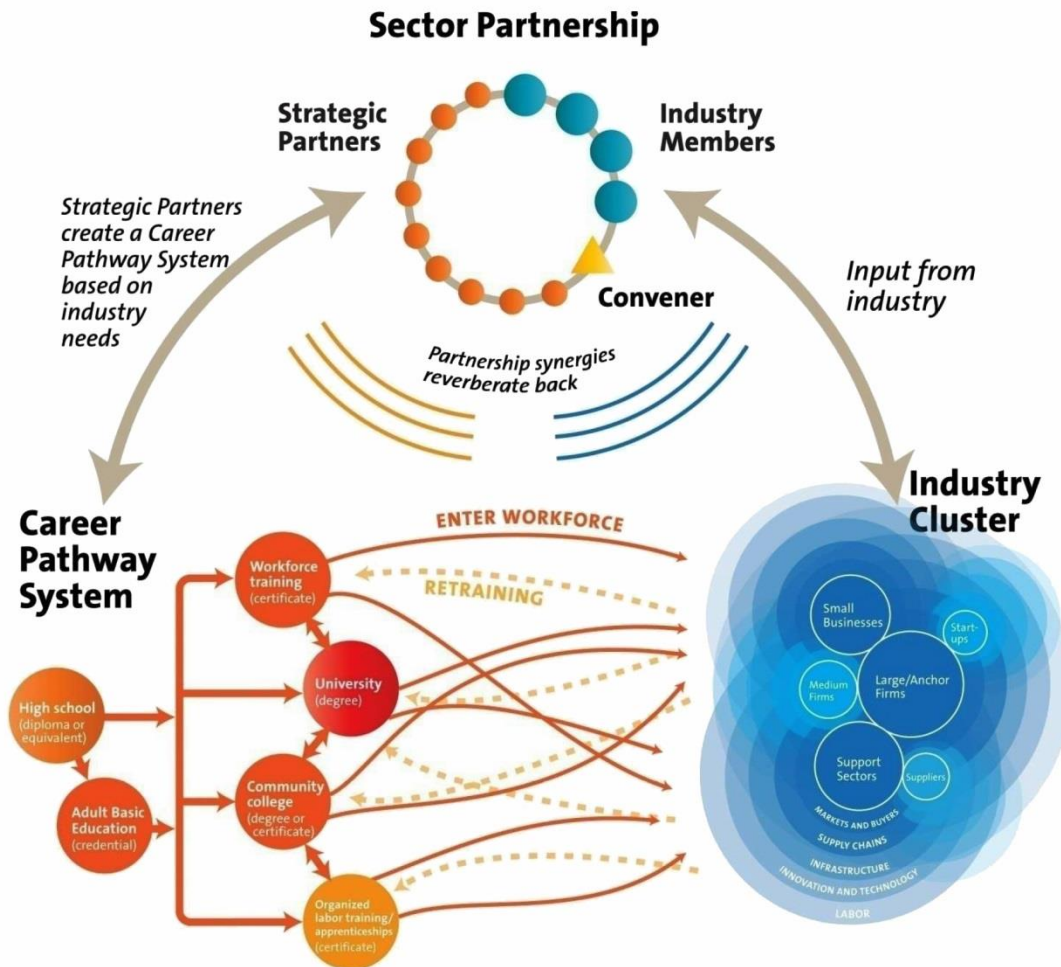
Sector Strategies

Overview of Best Practices

Joan Dolan

Director of Apprenticeship and Strategic Partnerships
Dept. of Labor – Bureau of Employment Services



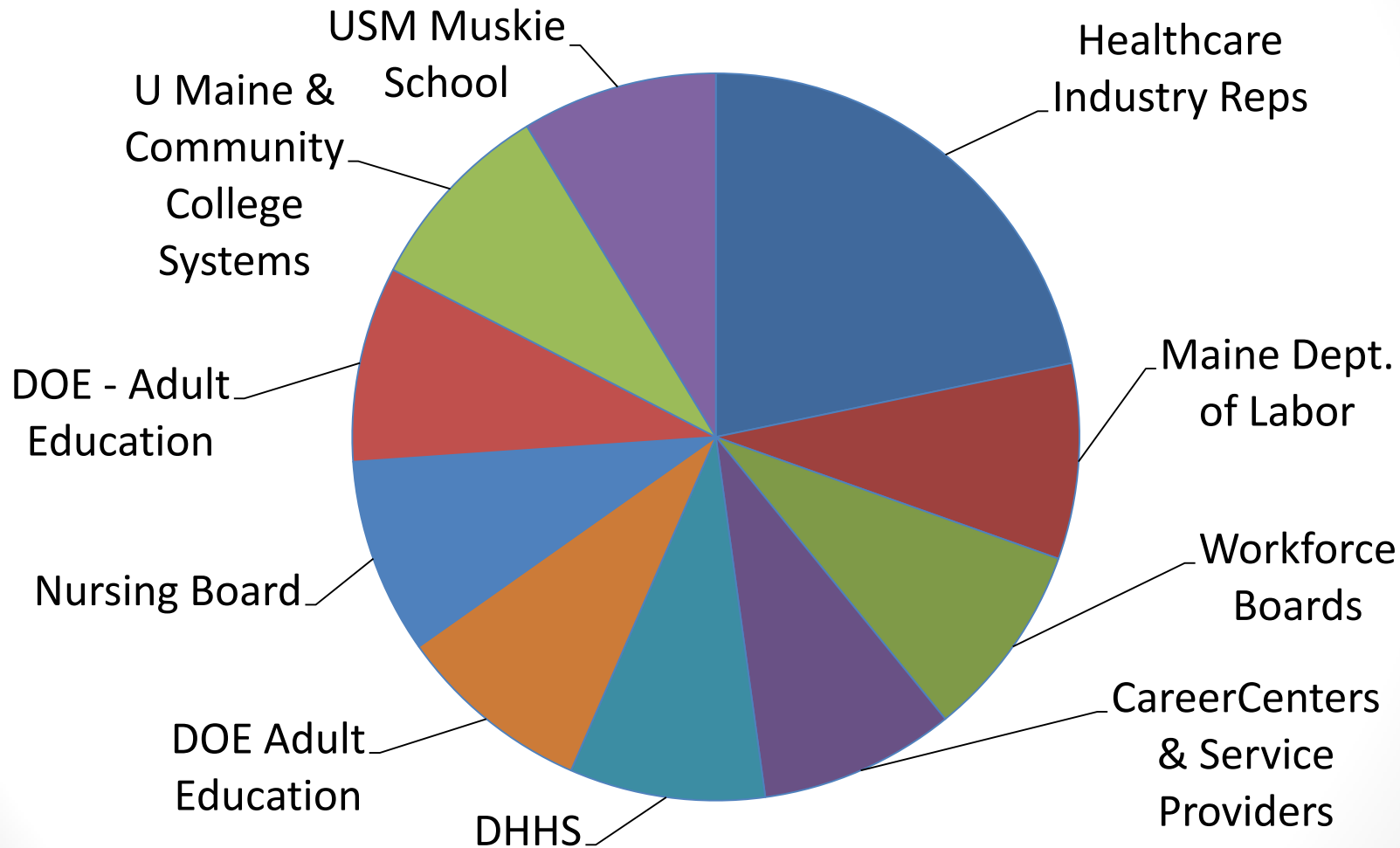


Maine's Healthcare Grant



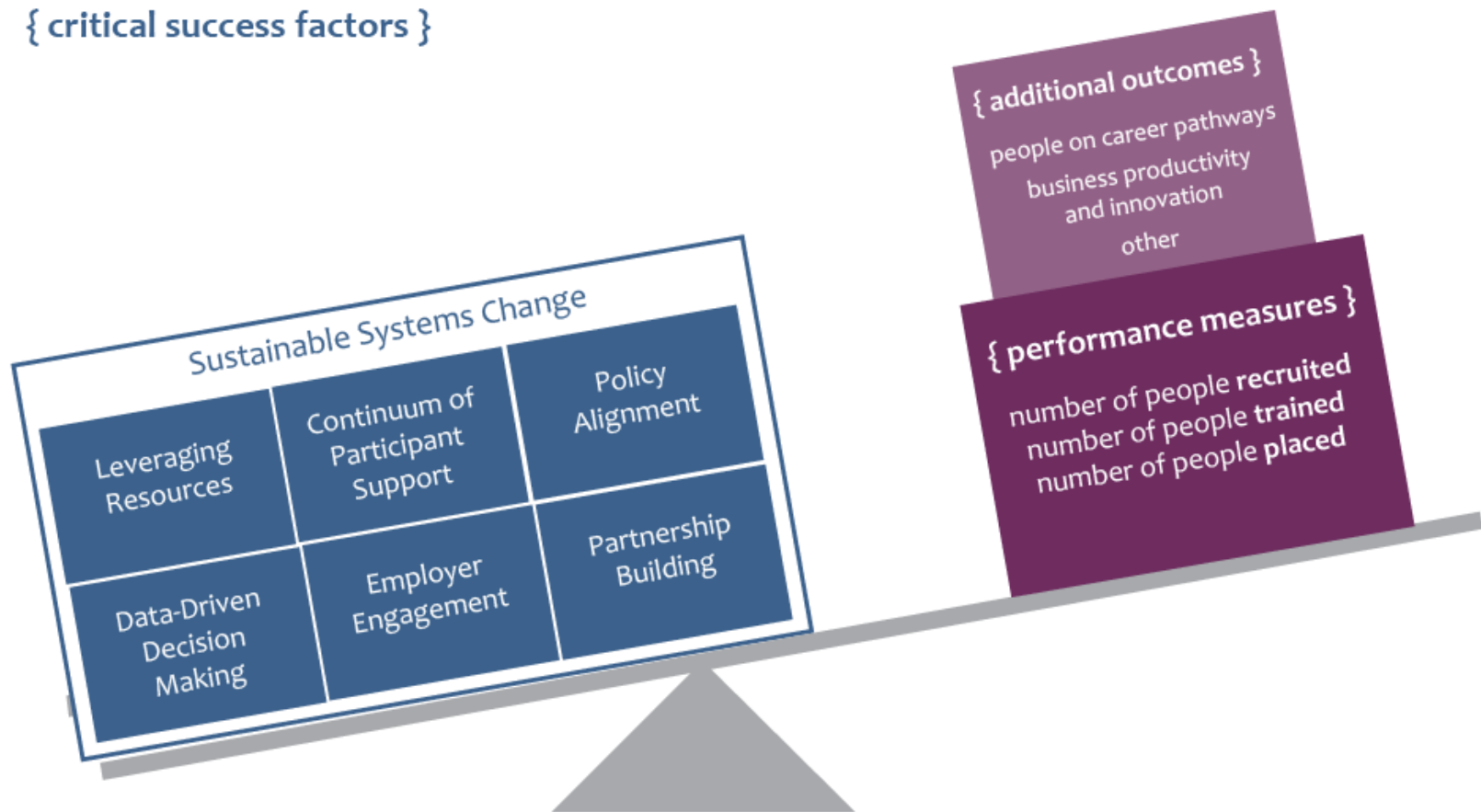
\$4.9 Million 2010 - 2013

Maine's Health Workforce Forum



Critical Grant Success Factors

{ critical success factors }

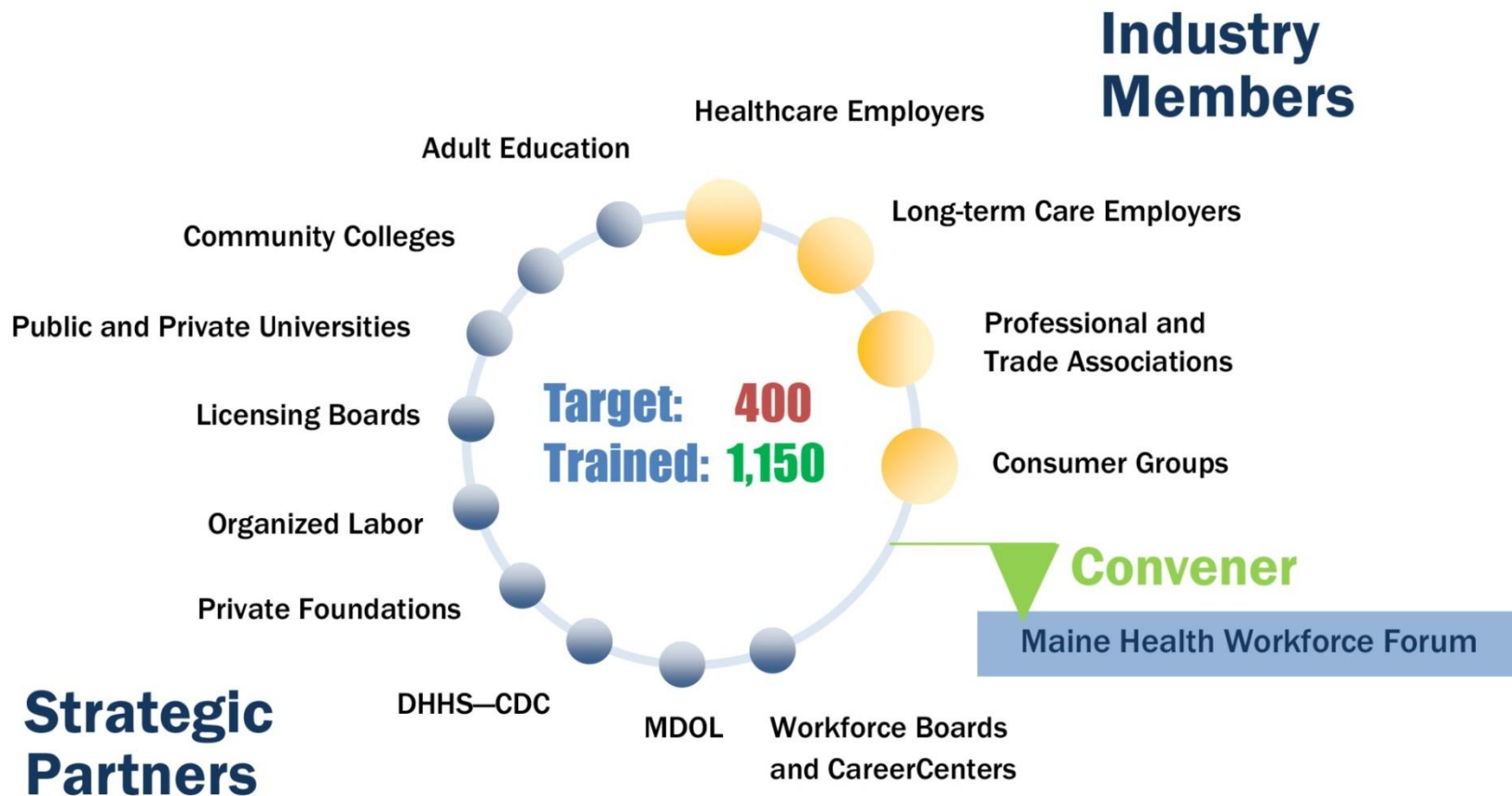


1150 Enrolled



Trainees

Healthcare Sector Partnership





Alliance for Quality Career Pathways

a project of CLASP

**2. Multiple entry points/
on-ramps** including for those
with limited education, English,
skills, and work experiences, i.e.,
bridge programs

**1. Well-connected and
transparent education,
training, credential,
and supportive service
offerings within
specific occupations;**
*often delivered via multiple
linked and aligned
programming*

Increasing skills, competencies, and credentials informed by
industry/employers

**3. Multiple exit points at
successively higher levels of
family supporting employment
and aligned with subsequent
entry points**

A photograph of a person from behind, wearing a dark suit and white shirt, walking on a light-colored, winding path through a lush green field. The path leads into the distance, curving to the right.

Successful Career Pathways

4 Key Elements

**Participant-focused
instruction and training**

**Appropriate and
Meaningful
assessment**

**Supportive services
and career navigation**

**Direct connections
to employment**

Pathways Constructed



Workforce Engaged

Ready 2 Work (R2W)

- **Employers need trained workforce**
- **People need training and jobs**
- **Comprehensive Assessment**
- **Multiple funding sources**

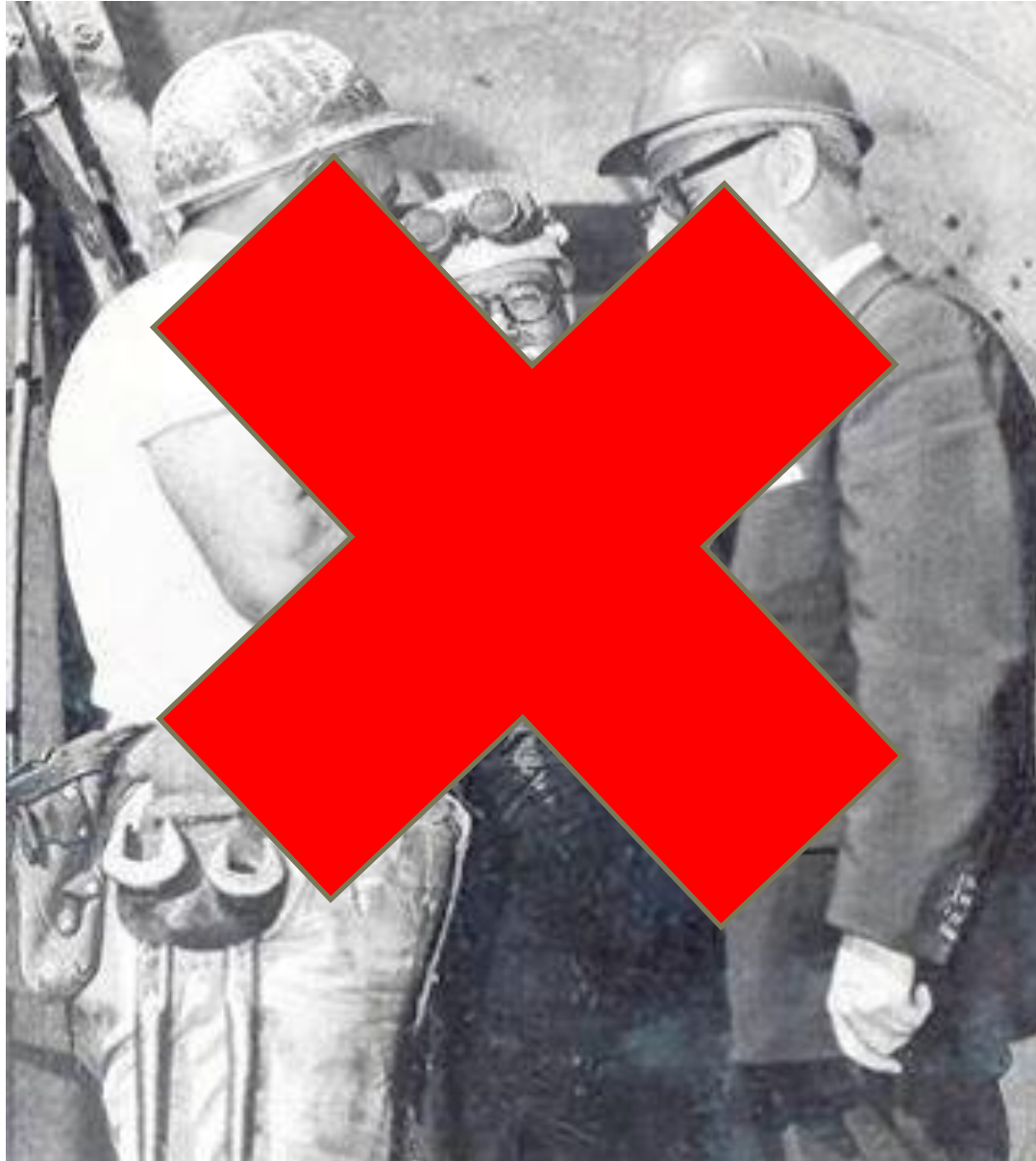
A photograph of two young men in a workshop setting, focused on working on a mechanical engine. One man is leaning over the engine, and the other is assisting him. The background shows a workshop environment with various tools and equipment.

On The Job Training (OJT):

**Employers reimbursed
up to 50 percent of the
costs to provide
on-the-job training**



a **time-proven** *effective*
training model
that **meets employers needs**
for *skilled labor &* **workers' needs**
for **good wages** *with a clearly defined*
career pathway to
advancement





**MIDSTATE
BERKSHIRE**
COMPLEX COMPONENTS.
PRECISE SOLUTIONS.

**Apprenticeship
Program**

KVCC

CareerCenter

**Competitive
Skills
Scholarship
Program**



**TRAINED &
ENGAGED
WORKFORCE**

**Employer
Funding**

A close-up photograph of several hands of different skin tones stacked together in a pyramid shape, symbolizing teamwork and unity. The hands are positioned against a plain white background. Some hands have accessories: a black leather bracelet with silver studs on the left, and a blue patterned bracelet, a silver metal bracelet, and a brown braided leather bracelet on the right. The text 'Together Everyone Achieves More' is overlaid on the image in a blue, sans-serif font. The first letter of each word is large and black with a white outline, while the rest of the letters are blue.

Together
Everyone
Achieves
More

Resources

Adult Education

- <http://www.maineadulted.org/programs>

CareerCenters

- <http://www.mainecareercenter.com>

Career and Technical Education

- <http://www.mainecte.org>

Maine Community College System

- <http://www.mccs.me.edu>

University of Maine System

- <http://www.maine.edu>

State Workforce Investment Board

- <http://www.maine.gov/swib>

Aroostook-Washington County WIB

- Aroostook and Washington Counties

Tri-County WIB

- Hancock, Penobscot and Piscataquis Counties

Central / Western Maine WIB

- Androscoggin, Franklin, Kennebec, Oxford and Somerset Counties

Coastal Counties WIB

- Cumberland, Knox, Lincoln, Sagadahoc, Waldo and York Counties

Examples of Demand-Driven Training Activities

[Greater Portland Hospitality](#)

[Maine Apprenticeship Program](#)

[Maine Health and Education Collaborative](#)

[Maine's Healthcare Workforce Forum](#)

[Manufacturing Association of Maine](#)

[North Star Alliance Initiative](#)

[Project>Login](#)

[National Governors Association: Quality Partnership Checklist](#)

Educating and Training Tomorrow's Workers

Presentation to the State Workforce Investment Board
November 2013

Garrett Groves, Senior Policy Analyst, National Governors Association

[Educating and Training Tomorrow's Workers: New Realities](#)

[Educating and Training Tomorrow's Workers: Skilled for Life?](#)

[Educating and Training Tomorrow's Workers: Sector Strategies](#)

Career Pathways, Industry Cluster, Sector/Industry Partnership, etc.

[Educating and Training Tomorrow's Workers: American Works](#)

Best practices

[America Works: Education and Training for Tomorrow's Jobs](#)

National Governors Association

Glen Mills, Chief Economist, Maine Department of Labor

[Maine's Workforce Conditions and Growth Forecast Issues](#) (1 of 2)

[Maine's Workforce Conditions and Growth Forecast Issues](#) (2 of 2)

Workforce Innovation and Opportunity Act

WIOA is designed to help job seekers access employment, education, training, and support services to succeed in the labor market and to match employers with the skilled workers they need to compete in the global economy. Congress passed the Act by a wide bipartisan majority; it is the first legislative reform in 15 years of the public workforce system. WIOA replaces the Workforce Investment Act on July 1, 2015

<http://www.doleta.gov/wioa>

Job-Driven

[Ready to Work: Job-Driven Training and Opportunity](#)

Vice President Biden's Report

[FACT SHEET: Ready to Work at a Glance](#)

[What Works in Job Training: A Synthesis of the Evidence](#)