Addressing Your Industry’s Training Needs Through Partnerships

October 6, 2014
Augusta Civic Center

Welcome!
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
   Garret Oswald, Director, State Workforce Investment Board
10:45 a.m. Integrated Education Training Model
   Gail Senese, Ph.D., State Director of Adult Education and Family Literacy
11:15 a.m. Best Practices in Partnership
   Joan Dolan, Director of Apprenticeship and Strategic Partnerships
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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[Diagram showing various partnerships and stakeholders in training and education systems.]
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• 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

http://www.whitehouse.gov/sites/default/files/docs/skills_report.pdf
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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)

http://www.whitehouse.gov/sites/default/files/docs/skills_report.pdf
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Sector Partnership

Strategic Partners

Industry Members

Convener

Input from industry

Career Pathway System

Workforce training (certificate)

University (degree)

Community college (degree or certificate)

High school (diploma or equivalency)

Adult Basic Education (credential)

Organizer (labor training, apprenticeship certificate)

ENTER WORKFORCE

RETRAINING

Industry Cluster

Small Businesses

Large/Anchor Firms

Support Sectors

Stakeholders and others

Infrastructure

Innovation and Technology

Labor
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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
Critical Grant Success Factors

{ critical success factors }

{ additional outcomes }
people on career pathways
business productivity
and innovation
other

{ performance measures }
number of people recruited
number of people trained
number of people placed
1150 Enrolled Trainees
Healthcare Sector Partnership

Industry Members

Adult Education
Community Colleges
Public and Private Universities
Licensing Boards
Organized Labor
Private Foundations
Healthcare Employers
Long-term Care Employers
Professional and Trade Associations
Consumer Groups

Target: 400
Trained: 1,150

Convener
Maine Health Workforce Forum

Strategic Partners

DHHS—CDC
MDOL
Workforce Boards and CareerCenters
1. Well-connected and transparent education, training, credential, and supportive service offerings within specific occupations; often delivered via multiple linked and aligned programming

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

3. Multiple exit points at successively higher levels of family supporting employment and aligned with subsequent entry points
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
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
TRAINED & ENGAGED WORKFORCE

Employer Funding

Competitive Skills Scholarship Program

CareerCenter

KVCC

Apprenticeship Program

Employer

Funding
Together
Everyone
Achieves
More
Resources

Adult Education
• http://www.maineadulted.org/programs

Career Centers
• 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