The State’s Crucial Role in Seeding and Supporting Sector Partnerships
Meet Our Presenter

Mike Bartlett
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National Governors Association
WHERE ARE YOU?

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OBJECTIVES

✓ Describe and explore the state’s role in seeding successful local and regional sector partnerships.

✓ Discuss how sector strategies fit into the broader context of state’s workforce and economic development efforts.

✓ Identify the six core capabilities for states looking to develop high-quality sector partnerships.
Six Core Capabilities of High-Performing State Sector Strategies

- Shared Vision and Goals
- Industry Data Analysis and Tools
- Training and Capacity Building
- Awareness and Industry Outreach
- Administrative and Legislative Policy
- Performance Measurement
MEET OUR PRESENTERS

Emily Templin Lesh
Assistant Director, Policy and Industry Partnerships
Colorado Workforce Development Council

Aaron Fichtner
Deputy Commissioner
New Jersey Department of Labor and Workforce Development
CWDC
DEVELOPING COLORADO’S TALENT

Industry

Sector Partnerships
- Priorities
- Opportunities
- Challenges
- Current and Future Needs

Policies, Standards and Metrics
- Federal, State and Local Agencies, Boards and Councils

Workers & Students

Career Pathways
- Assessments
- Placements
- Services
- Training
- Education
- Workplace learning

Workforce and Education Partners

Job Opportunities
Connecting Businesses and Qualified Workers

Continuous Improvement
- Business Feedback
- Evaluation & Analysis
- Global Standards
- Best Practices
- Lessons Learned

Feedback

Implementation

Outcomes

Workforce of the Future
- Every Coloradan has access to meaningful employment
- Every Colorado business has access to a skilled workforce

Strategy
Colorado Sector Partnerships

1. Active: Advanced Manufacturing
   Emerging: Advanced Manufacturing
   Emerging: Health & Wellness

2. Active: Advanced Manufacturing
   Active: Health & Wellness

3. Active: Advanced Manufacturing
   Active: Health & Wellness
   Emerging: Technology & Information
   Exploring: Finance

4. Active: Advanced Manufacturing
   Emerging: Health & Wellness

5. Active: Health & Wellness

6. Active: Advanced Manufacturing
   Active: Health & Wellness
   (Bent, Crowley, Otero Counties)
   Exploring: Food & Agriculture

7. Active: Advanced Manufacturing
   Active: Health & Wellness

8. Exploring: Health & Wellness
   Exploring: Value-added Agriculture

9. Emerging: Advanced Manufacturing
   Emerging: Energy & Natural Resources
   Emerging: Health & Wellness

10. Emerging: Advanced Manufacturing
    Emerging: Health & Wellness

11. Emerging: Health & Wellness
    (Mesa, Delta, Montrose Counties)
    Emerging: Health & Wellness
    (Garfield, Rio Blanco, Routt Counties)
    Emerging: Advanced Manufacturing
    (Mesa County)

12. Emerging: Health & Wellness

13. Active: Health & Wellness
    Active: Tourism & Outdoor Recreation

14. Exploring: Health & Wellness

15. Las Animas
    Baca

16. WorkforceGPS
    Navigate to Success
Taking Industry Partnerships to Scale

- Provide a state-level framework to align programs and resources.
- Proactively integrate sector strategies as a core way of doing business.
- Utilize a public-private steering committee that fosters business leadership.
- Recognize existing work and build upon regional differences and strengths.
Shared Vision and Goals

Key Industry Networks

Core Objective V: Educate and Train the Workforce of the...
Core Objectives of Colorado Blueprint

I. Build a Business Friendly Environment
II. Recruit, Grow and Retain Businesses
III. Increase Access to Capital
IV. Create and Market a Stronger Colorado Brand

V. Educate and Train the Workforce of the Future

VI. Cultivate Innovation and Technology
Industry Data and Analysis Tools

- Supporting Regional Partnerships
- Statewide Data Analysis
TRAINING AND CAPACITY BUILDING

- Major emphasis in Colorado
- Individual technical assistance and coaching for regions
- Statewide Community of Learning

Give a man a fish and you feed him for a day. Teach a man to fish and you feed him for a lifetime. – Chinese proverb
Awareness and Industry Outreach

- Partnership with statewide industry Associations
- Regional outreach

Legislation and Administrative Policy

- Enabled by several pieces of state legislation codifying sector partnerships (SB14-205; HB15-1274)
Performance Measures

Ten Indicators of a High Performing Colorado Sector Partnership

1. Operates strategically and effectively
2. Is led by, and continually attracts, influential, engaged private sector leaders
3. Is supported by a comprehensive “regional support team” of non-employer partners
4. Focuses on solutions with economic impact
5. Fosters continuous improvement of Colorado’s education, workforce development and economic development systems
6. Operates in a true labor market region
7. Can demonstrate action
8. Self-promotes and markets achievements
9. Impacts Decision makers and related industry efforts
10. Sustains itself over time

Learn more: http://www.sectorssummit.com/creating-and-sustaining-a-sector-partnership/
NEW JERSEY’S TALENT DEVELOPMENT STRATEGY

**Shared Vision**

Increasing the number of residents with industry-valued credentials or degrees through high-quality partnerships and integrated investments

Common definitions of:
- High-quality partnerships
- Career pathways

Four key partner agencies:
Department of Labor and Workforce Development (LWD)
Department of Education
Office of the Secretary of Higher Education
State Employment and Training Commission

**Shared Strategy**

- LWD has investment in the establishment of 7 Talent Networks focused on the state’s key industries

Each Talent Network:
- Develops industry intelligence to inform workforce investments
- Develops high-quality, employer-driven partnerships, by facilitating the development of 3 Targeted Industry Partnerships (TIP) across the state

- LWD has created a TIP Fund of $5 million to invest in the most promising partnerships

- LWD has invested $2.9 million to establish 3 Talent Development Centers at colleges and universities to serve as Centers of Excellence and to provide dislocated worker and incumbent worker training
NEW JERSEY’S TALENT DEVELOPMENT STRATEGY

LABOR MARKET INFORMATION TOOLS

- Industry focused Labor Market Analysts at LWD are partnering with the Talent Networks to:
  - Support the development of Targeted Industry Partnerships (TIPs)
  - Produce an annual Industry Workforce Report
  - Convene an annual Industry Summit
- Development of an Industry-Valued Credential List to guide investments and to provide key career information

TRAINING / CAPACITY BUILDING

- New Jersey is launching a Partnership Development Academy to train Talent Networks, local WDB’s, community colleges, state business service staff and other stakeholders.
NEW JERSEY’S TALENT DEVELOPMENT STRATEGY

EMPLOYER OUTREACH

- Talent Networks have developed strong partnerships with employers and industry associations through the 4 years of their work to date.
- Future employer outreach efforts across programs and departments will be focused on the development of the 21 Targeted Industry Partnerships, including:
  - Talent Networks
  - State business service representatives
  - Career and technical education
  - State incumbent worker grants
  - Talent Development Centers

POLICY / PERFORMANCE

- Focus of investments on industry-valued credentials and degrees
- Additional metrics for local WDB’s in WIOA, including:
  - Number of high-quality, employer-driven partnerships development
  - Commitment to regional collaboration
- Continued efforts to strengthen the Eligible Training Provider List and the Consumer Report Card (NJTopps.org) to reinforce focus on credential attainment
Breakout Questions

- What are the most important components of success, particularly when beginning this work?
- How do you define, measure, and communicate success, both at the state level, but also for local and regional partnerships?
- What key challenges have you encountered in setting up and sustaining sector partnerships and what are some of the innovative ways you have addressed them?
BREAKOUT FACILITATORS

- **Breakout 1 Facilitator**
  - Mike Bartlett, Policy Analyst, National Governors Association

- **Breakout 2 Facilitator**
  - Martin Simon, Director, Economic, Human Services and Workforce Division, National Governors Association
QUESTION & ANSWER SESSION
**Speakers’ Contact Information**

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Thank You
Polling Question

After attending this Virtual Institute, or any of the other Sector Strategies TA events, do you feel your organization:

1. Is better prepared to advance sector strategy approaches?
2. Has more tools to adapt quality practices?
3. All of the above
4. None of the above