

Iowa's Statewide Approach to Building and Supporting Collaborative Sector Partnerships


November 5, 2018

2018 Iowa School Counselor Association Conference
"Go the Distance: Stepping Into the Future"


COMMUNITY COLLEGES & WORKFORCE PREPARATION
Prosperity Through Education

AGENDA



- Sector Partnership 101
- Career Pathways 101
- SP & CP Initiatives and Resources
- Next Steps & Recap




Iowa Sector Partnerships
Engage • Connect • Thrive
SectorPartnerships.Educatelowa.gov



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- An initiative to build Iowa's talent pipeline
- Goal: 70% of Iowa's workforce possessing postsecondary education and training credentials by 2025
- Interactive online portal provides career assessments, occupation information, regional data, education opportunities, employer resources, and much more at www.futurereadyiowa.gov



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SECTOR PARTNERSHIPS IN IOWA

- Sector Partnership Leadership Council (SPLC)
 - created to oversee the development, implementation, and achievement of policies and objectives related to sector partnerships and industry-specific career pathways across the state
 - also serve in a formal advisory role to the State Workforce Development Board related to sector partnerships and career pathways
 - membership emphasizes business, industry, and employer representation so that the council is truly industry-led and oriented



WHAT IS A SECTOR PARTNERSHIP?

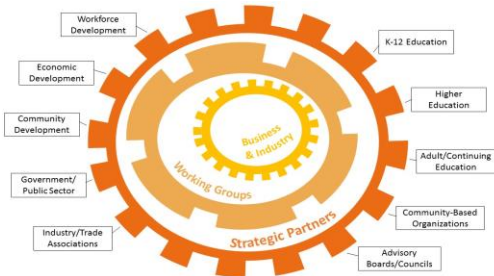
"A workforce collaborative that organizes key stakeholders and targeted industry partners into a sustainable working group that focuses on the long-term workforce needs of a targeted industry cluster. Membership in the sector partnership is determined by the targeted industry partners. Sector partnerships operate within a true labor market region and are not confined to particular workforce, education, or similar regional boundaries."

Don't we already have those, but with a different name???

Thanks, but no thanks! You're just going to screw up my stuff.



The partnership acts as a "shared table" for business leaders to collaborate with a range of public partners, and for public partners to work together to align programs to industry needs.



WHY AREN'T MORE COUNSELORS INVOLVED IN THIS SORT OF INITIATIVE?

- A. Didn't know I was invited or allowed to attend
- B. My supervisor/manager will not allow
- C. No time or scheduling conflicts
- D. Too much work (transportation, parents, etc)
- E. No resources available to do so
- F. Have tried before and it failed/didn't work/ was not popular with students
- G. Blowback from parents (not my kid!)
- H. Someone else is doing it (intermediaries)
- I. All of the above ☺



WHERE IS IT WORKING?

Study conducted by the National Skills Coalition in 2017 of all 50 states to determine which states have an official state policy supporting sector partnership work found:

- 32 have established SP's
- 22 provide funding
- 26 provide technical assistance
- 28 offer both
 - Including Iowa!!!



Source: <https://www.nationalskillscoalition.org/resources/publications/file/Sector-Partnership-Scan.pdf>

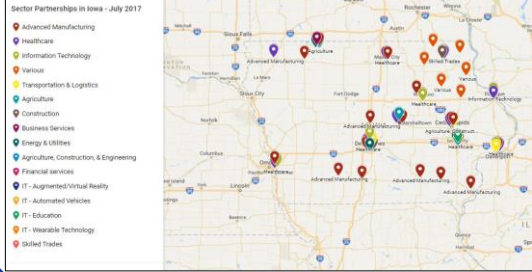


SECTOR PARTNERSHIPS IN IOWA

- Survey conducted in December 2015 findings:
 - +/- 46 identified groups
 - 9 industries/sectors represented
 - 85 counties served by at least one partnership
- Updated survey completed in June 2017 findings:
 - +/- 60 identified groups
 - 10 industries/sectors represented
 - All of Iowa's 99 counties served by at least one partnership, including six counties from neighboring states



INVENTORY OF SECTOR PARTNERSHIPS IN IOWA REPORT – JUNE 2017



*Interactive map available at SectorPartnerships.EducaIowa.gov



SP EXAMPLE 1



- Sectors: Manufacturing, Health Care, IT, Financial Services, Transportation/Logistics, Architecture/Construction/Engineering
- Established: 2010 - 2016
- Meeting frequency: Monthly
- # of members: Approx. 20 = 12 industry & 8 support
- Goals: Collaboration with Iowa City groups and career pathways (ICR Iowa)
- Challenges: Member recruitment and engagement
- Successes: Member roles, leadership succession planning, and web presence (<http://explore-ace.org/>)
- Website: <https://www.icriowa.org/companies/workforce>



SP EXAMPLE 2



- Sectors: Advanced Manufacturing, IT, Health Care, Transportation, Construction, "Various"
- Established: 2010-2016
- Meeting frequency: Quarterly
- # of members: Approx. 20 = 15 industry & 5 support
- Goals: Career pathways, increase job placement/retention, & marketing/awareness
- Challenges: Business engagement and accessing rural employers
- Successes: Creation of rural "business/community boards" and relational model between agencies/boards in region



SP EXAMPLE 3



- Sectors: Advanced Manufacturing, IT, and Health Care
- Established: 2013-2015
- Meeting frequency: Quarterly
- # of members: Approx. 20 = 12 industry and 8 support
- Goals: Increase collaboration between members, career pathways, and marketing/promotion for careers
- Challenges: Member engagement and keeping groups focused on goals
- Successes: Formalized charters, web site, and Center for Excellence in Advanced Manufacturing (CEAM)
- Website: <http://www.workforcealignment.com>



SECTOR PARTNERSHIPS IN IOWA

Iowa Sector Connect – Community of Practice

- Offer continuous support for facilitators across the state
 - Developing additional hands-on training boot-camps to offer around the state to teams
- Bi-monthly conference calls for facilitators to network, share best practices, and hear from guest speakers
 - Advanced Manufacturing, Health Care, Information Technology, Business & Financial Services, Transportation & Logistics, and Agriculture, Construction, & Energy
- Planned online database to share best practices, success stories, learning moments, upcoming events, etc...



SECTOR PARTNERSHIPS IN IOWA

Educational/Technical Resources

- Toolkit 1.0: Planning (09/16)
 - Investigating, planning, & formation
- Toolkit 2.0: Emerging (03/17)
 - Launch, engagement activities, & career pathways
- Toolkit 3.0: Sustaining (09/17)
 - Performance metrics, marketing, & maintenance



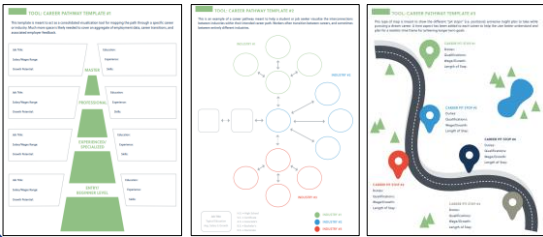
WHAT IS A CAREER PATHWAY?

"A career pathway consists of structured course sequences which organize rigorous and high-quality education, training, and other services related to a targeted industry cluster to meet the education and skill needs of the region and state, and the particular needs of an individual, all in the context of workforce preparation. This is achieved through collaboration between industry partners and support partners within a sector partnership."

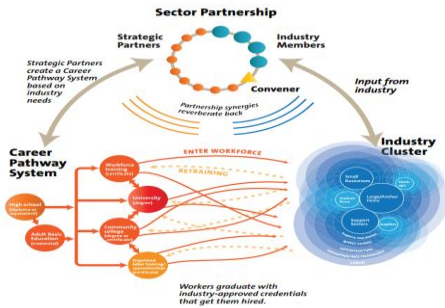


WHAT IS A CAREER PATHWAY?

▶ Templates available in Toolkit 2.0: Emerging



HOW DO THEY TIE TOGETHER?



OPPORTUNITIES IN IT: IOWA

The infographic is divided into two main columns. The left column is titled 'PRODUCT DEVELOPMENT' and includes sections for 'Infrastructure', 'Application Design', 'Product Development', and 'Client Relations & Customer Services'. The right column is titled 'PROGRAMMING/DEVELOPMENT' and includes sections for 'Leadership', 'Data Management & Strategy', 'Product Development', and 'Security'. A central graphic titled 'Opportunities in IT: Iowa' overlaps both columns.



OPPORTUNITIES IN ENERGY

The infographic features several interconnected diagrams and charts. On the left, there are two flowcharts: 'FIELD OPERATIONS' and 'PLANT OPERATIONS'. In the center is a large circular diagram with multiple nodes and connecting lines. On the right, there are two detailed tables: 'DISTRIBUTION AND MAINTENANCE' and 'CONSTRUCTION AND INSTALLATION'. The bottom right section is titled 'MAINTENANCE AND INSTALLATION'.



OPPORTUNITIES IN ADVANCED MANUFACTURING

The infographic is organized into three main columns. The left column is titled 'CAREER PATHWAYS' and includes a section for 'OPPORTUNITIES IN ADVANCED MANUFACTURING'. The middle column is titled 'ADVANCED MANUFACTURING OCCUPATIONS TABLES' and contains two detailed tables. The right column is titled 'THE CHALLENGE' and includes a section for 'ADVANCED MANUFACTURING OCCUPATIONS TABLES'. At the bottom, there are logos for 'FUTURE READY IOWA', 'ELEVATE ADVANCED MANUFACTURING', and 'ABI'.



OPPORTUNITIES IN HEALTH SCIENCES

OPPORTUNITIES IN HEALTH SCIENCES
AND CAREER PATHWAYS

• Health Sciences
• Health Services
• Health Administration
• Health Information Management
• Health Law
• Health Policy

HEALTH CAREER OPPORTUNITIES - HEALTH SERVICES

• **Health Services** - This sector includes a wide range of health care jobs, from direct patient care to administrative roles. Key roles include:

- Registered Nurse (RN)
- Medical Assistant (MA)
- Pharmacy Technician
- Medical Records Technician
- Healthcare Administrator

HEALTH CAREER OPPORTUNITIES - HEALTH ADMINISTRATION

• **Health Administration** - This sector focuses on the management and operation of health care organizations. Key roles include:

- Healthcare Administrator
- Medical Office Manager
- Healthcare Compliance Officer
- Healthcare Quality Improvement Specialist

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NEXT STEPS & RECOMMENDATIONS

- ▶ Stay updated and access reports, toolkits, and additional resources online at SectorPartnerships.Educatelowa.gov
- ▶ Let Joe know your thoughts and how the Department of Education can do a better job of engaging with counselors
 - ▶ Schedule a call, webinar, or other meeting with your team, management, PTA, other educators, etc...
- ▶ Reach out to your local group or Joe to learn more about getting involved in building stronger employer/educator relationships to keep our communities strong, growing, and competitive!

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More information on community colleges and the Division of Community Colleges & Workforce Preparation is on the Iowa Department of Education's website.

www.educateiowa.gov

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