

# Sector Partnerships for Indiana

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## The Indiana Institute for Working Families

*The Indiana Institute for Working Families conducts research and promotes public policies to help Hoosier families achieve and maintain economic self-sufficiency.*



### A Sample of our Work





Indiana Skills2Compete Coalition



- The Skills2Compete Coalition, which includes a bipartisan group of state legislators and education policymakers as well as business, labor, and community leaders.
- The 27 coalition members represent 22 organizations such as the Indiana Chamber of Commerce, the Department of Workforce Development, and IvyTech. The aim of the Coalition is to close Indiana's skills gap and to be an available resource to policymakers working toward that end.

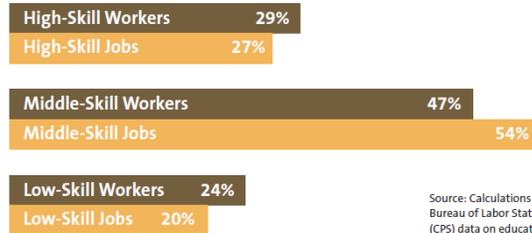
## What are Sector Partnerships?



Sector partnerships **organize stakeholders** connected with a specific local or regional industry to **develop workforce development strategies** within the industry.

## The need for sector partnerships

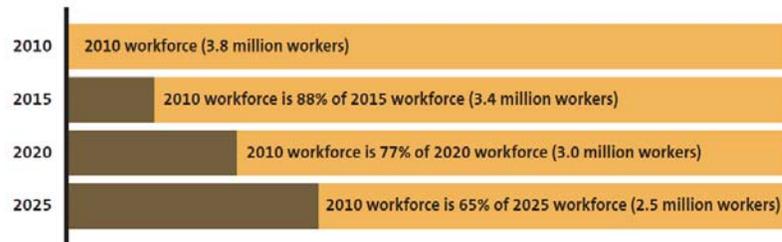
In 2012 54% of jobs were middle skill but only 47% of workers had the necessary skills.



Source: Calculations based on occupational estimates for 2012 by the Bureau of Labor Statistics, and June 2012 Current Population Survey (CPS) data on educational attainment by state.

## Sector Strategies are a great fit for adult workers with skill needs

**47 percent** of Hoosier adults aged 25 and over **have NO post-secondary education at all.**



Source: Calculated by National Skills Coalition using population projections from the Indiana Business Research Center.

## The benefits of sector partnerships

- Address current and emerging skill gaps.
- Provide a means to engage directly with industry across traditional boundaries.
- Better align state programs and resources serving employers and workers



## What should the State do?

- ✓ Create a taskforce of the Indiana Career Council to design Indiana's Sector Strategies implementation plan.
- Provide Information and Information Sharing.
- Works Council, A possible launching point for Sector Partnerships: They have many of the same players at the table and could potentially function as a "convener" of a region's partnership.
- Explore possible revenue sources.

## Critical Success Factors

For State-level sector strategies:

**Critical Success Factors: What the States Had to Say**

The following were cited by at least two states as a critical success factor:

- ◆ Collaboration with other agencies
- ◆ Alignment with other strategies such as Career Pathways, work credentialing
- ◆ Leveraging non-state funding, such as philanthropic, employer and local funding, among others
- ◆ Providing incentive and planning money
- ◆ Strong industry and employer involvement
- ◆ Gubernatorial and legislative leadership
- ◆ Operating within an "economic competitiveness" framework
- ◆ Providing technical assistance to local areas

## A Regional Sector Partnership =

( ONE INDUSTRY  $\times$   $\geq$  THREE Employers (from within that Industry) ) + Representatives of the Sector's workforce

+ The Regional Works Council + The Local WIB +

A Post-Secondary Education Institution + An Adult Basic Ed Provider + A Community Based Organization

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Other Opportunities for partnership include:  
 Local government, economic development organizations, chambers of commerce, trade associations, representatives of K-12 education, and other entities.

## Considerations for your industry choice

- Advanced Manufacturing
- Health Care/Life Sciences
- Transportation and Logistics
- Information Technology
- Defense
- ?\_?\_?\_ Your region's needed industry, factoring in:
  - Projected employment growth
  - Educational level needed for the job v. educational attainment in the region
  - Wages
  - Etc....

## Sector partnership members

**Industry members**  
(Representatives from firms in a single industry)

**Convener**

**Strategic partners**

*Illustration courtesy of National Governors Association*

## Sector partnerships can help align and 'braid' funding streams

- Workforce Investment Act (WIA) Title I training funds
- WIA Title II adult education funds
- Governors' WIA discretionary funding;
- State general revenue
- Incumbent worker training funds
- Temporary Assistance to Needy Families (TANF) funds
- Vocational rehabilitation funds
- State education funds
- Philanthropic contributions
- Direct employer contributions
- Fee-for-service funds
- Funds from community organizations, such as Goodwill or United Way

## Opportunities for Improvement

- Coordination of efforts and resources
- Formalization is important
- ONE industry per partnership
- County vs. Regions

## Discussion

- What could the state do to encourage the stakeholders within your region to set-up a sector partnership?
- Who are the community partners in your area that could/should be engaged in a partnership?

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