WorkforceGPS
Navigate to Success

April 2022

H-1B One Workforce Grants Technical Assistance Resource Bulletin

Grants Management Quick Links

- [One Workforce Resource Page](#) on WorkforceGPS
- [One Workforce Policy Frequently Asked Questions](#)
- [One Workforce Project Manager's Checklist](#)

Announcements

- The **Employer Assistance and Resource Network on Disability Inclusion (EARN),** a free resource funded by the U.S. Department of Labor's Office of Disability Employment Policy (ODEP), was launched in March. Smart organizations are increasingly focusing on and investing in diversity, equity, and inclusion (DEI) efforts, but have historically focused on limited demographic descriptors such as race, age, ethnicity, and sexual orientation to guide their work. Too often, these efforts miss a key component of diversity—disability. EARN is working to help employment professionals understand the importance of expanding their DEI efforts to include people with disabilities—reflecting the growing trend toward diversity, equity, inclusion, and accessibility (DEIA).

- In April, the U.S. Department of Labor's **Chief Evaluation Office** will release two issue briefs from the **Evaluation of the TechHire and Strengthening Working Families Initiative (SWFI) Grant Programs**. TechHire supported young adult participants between the ages of 17 and 29 with barriers to employment. SWFI supported low-income, low- to middle-skilled custodial parents of at least one dependent below the age of 13 or at least one dependent with a disability or developmental delay who might be older than 13.

Key takeaways from the brief include:

1. Successful recruitment strategies included partnerships with other organizations to encourage referrals, direct recruitment, and targeted social media outreach;
2. Case management services facilitated communication with students and helped connect them to support services when needed; and
3. Programs viewed "navigators" or "concierges" as being essential to the helping participants overcome barriers to childcare access.

Strategies and Resources to Identify and Secure Sustaining Partnerships with Employers

How can grantees identify working models of successful employer engagement and lessons for securing sustaining partnerships with employers? These resources can help practitioners fully realize the value of strategic, long-term, and intensive partnerships with employers.

Resources

What the Evidence Says About Employer Engagement Strategies

This brief reviews relevant research about employer engagement through Workforce Innovation and Opportunity Act (WIOA) funded programs, describes challenges in engaging employers, and synthesizes key elements that support business partnerships with workforce system programs. Partnership elements that may be used to strengthen a workforce agency's capacity with employer engagement are summarized. Researchers, state and local evaluators, and workforce program staff may find this synthesized review helpful to increase the use of employer engagement strategies.

Employer Engagement

These resources from the Apprenticeships: Closing The Skills Gap grant can help grantees better engage employers. They include a Resource Guide to Engaging Employers that presents working models of successful employer engagement and lessons for securing and sustaining partnerships with employers.

Effective Employer Engagement Practices: Observations from Select Technology Apprenticeship Programs

This report highlights issues and strategies for employer engagement gleaned from interviews with eight American Apprenticeship Initiative grantees implementing technology apprenticeship programs in collaboration with state registered apprenticeship and local education partners. The goal of this report is to highlight effective employer engagement practices and identify key lessons learned from implementing technology-focused apprenticeship programs.

Effective Employer Engagement Strategies Showcase

This framework presents the degree of employer engagement in college initiatives along a spectrum of partnership activity, with employer roles ranging from less to more active. The series of examples below show how Trade Adjustment Assistance Community College and Career Training (TAACCCT) grants helped to deepen employer engagement at all levels of program design and implementation, with employer partners taking on a variety of roles – from advising to strategic implementation. The employer relationships forged and deepened through TAACCCT have the potential to continue reaping dividends into the future.

Apprenticeship Business Engagement Tools

Employers would agree that most jobs cannot be done effectively or efficiently without the right tools. In the field of business engagement, workforce development, education, and apprenticeship professionals also require the right tools as they reach out to employers to develop solutions to their human resource challenges. This resource page has tools to help you develop and improve your ability to work with employers to expand the use of apprenticeship.

The Goals and Dimensions of Employer Engagement in Workforce Development Programs

This evaluation brief from the Urban Institute provides a framework to engage employers, build deeper partnerships, and align workforce programs with employer needs; identifies the challenges for collaboration; and more specifically, the framework considers the different goals and dimensions of employer engagement.

Voices of Experience: Video on Employer Engagement

This video features three practitioners who discuss promising practices in building a talent pipeline in their initiatives to engage employers. They address their emphasis on developing collaborative partnerships with employers and community colleges to solve common problems, including the establishment of the Talent Network Initiative in New Jersey and the Greater Metro Denver Healthcare Sector Partnership.