

SMALL GROUP COACHING CALL:
“EFFECTIVE PARTNERSHIPS”

September 22, 2016

(1-2pm ET)

Facilitator:

Kisha Toppin, TA Coach & Trainer

High Impact Partners, LLC

TODAY'S SESSION

- Keys for An Effective Partnership
- Partnering with Training Providers
 - Pearl Caesar/Project Quest (TX)
- Partnering with Employers
 - Miriam C. Laracuente /PR Techno Economic Corridor (PR)
- Cultivating Partnerships
 - Nancy Pierce/GCRTW (TX)
- Q & A
- Wrap Up

RTW PARTNERSHIPS FOR SUCCESS

- Referral Sources
- Supportive Service Agencies
- WIBS, One-Stops
- Educational Institutions
- Training Providers
- Employers
- Other



KEYS FOR AN EFFECTIVE PARTNERSHIP

- Have a Clear Vision
- Facilitate Joint-Planning
- Ensure On-going Communication and Updates
- Convey Expectations
- Clarify Goals and Responsibilities
- Share in Decision-Making
- Provide On-going Support
- Be Flexible



Sister Pearl Ceasar
Executive Director
“Effective Partnerships”

OVERVIEW

- Relationship with Training Providers
- Need for Cyber Jobs
- Partners for Initiative
- Tasks
- Timeline
- Lessons Learned

RELATIONSHIP WITH TRAINING PROVIDERS

- 2013: Strategic planning session that Rackspace Open Cloud Academy attended
- Relationship began based on common interests—have trained over 300 IT workers with them since then
- Current grant grew out of partnership
- Led to introduction of San Antonio IT world
- Led to “standing” with IT employers

CURRENT STATE OF CYBERSECURITY JOBS

➤ Cyber Security job postings are growing and taking longer for employers



Market Overview: Cybersecurity Jobs

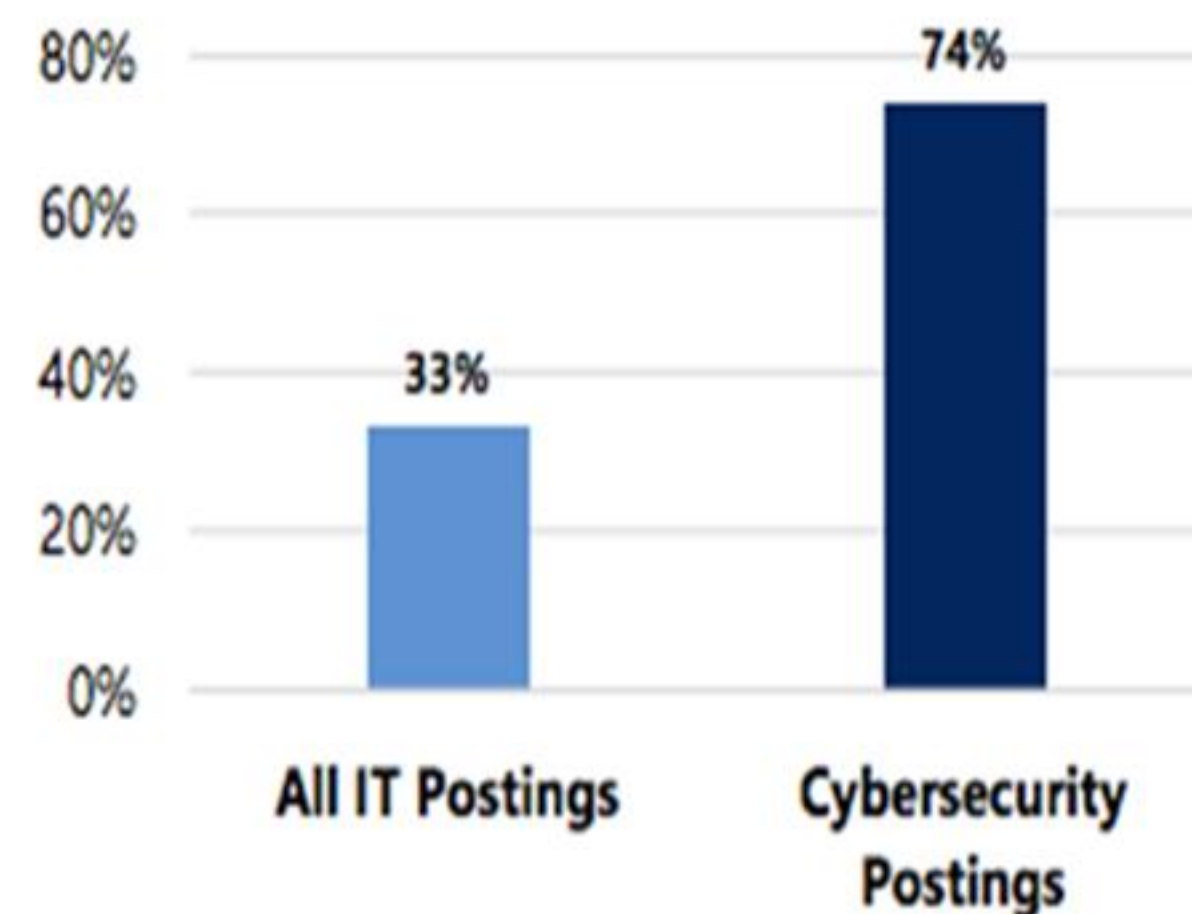
The Market for Cybersecurity Jobs Is Large and Growing

- In 2013, there were 209,749 postings for cybersecurity-related jobs nationally. **Cybersecurity jobs account for nearly 10% of all IT jobs.**
- Cybersecurity postings have **grown 74%** from 2007-2013. This growth rate is over 2x faster than all IT jobs.

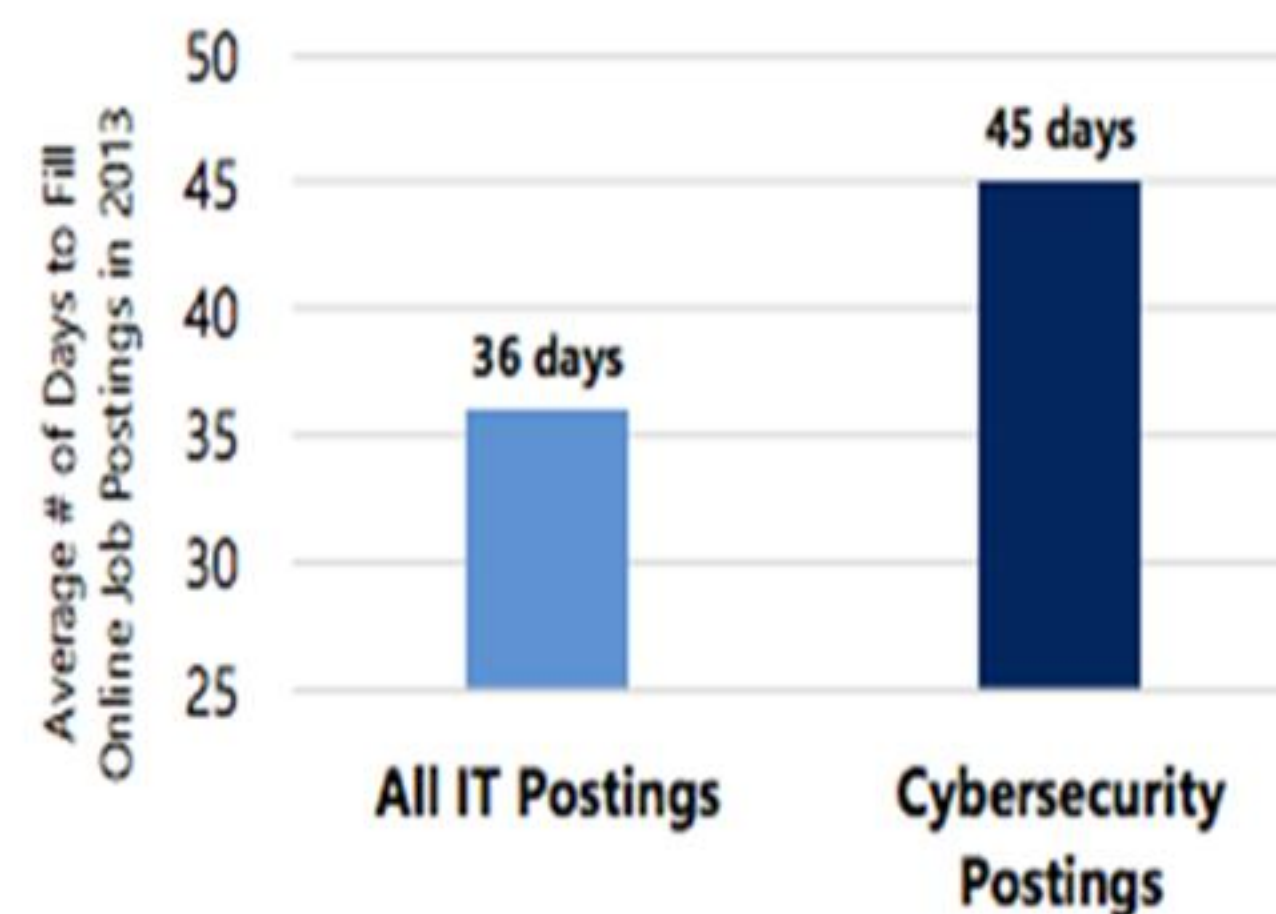
Demand for Cybersecurity Talent Is Outstripping Supply

- Cybersecurity job postings took **24% longer to fill** than all IT job postings and **36% longer** than all job postings.
- The demand for cybersecurity talent appears to be outstripping supply. In the US, employers posted 50,000 jobs requesting CISSP, recruiting from a pool of only 60,000 CISSP holders.

Growth in Job Postings (2007-2013)



Posting Duration (2013)



PARTNERS TO MAKE IT HAPPEN



PARTNERS TO MAKE IT HAPPEN



Content & Facilitation

Local Employers
Coley & Associates
Open Cloud Academy

Students

Texas Veterans Commission
Veterans Economic Communities Initiative
Project Quest

Tuition

Project Quest

Employer Partnerships

- Project Quest
- Texas Veterans Commission
- Veterans Economic Communities Initiative

COMMITTED EMPLOYERS



Sponsoring 5
Veterans



Sponsoring 2
Veterans



Sponsoring 2
Veterans



Sponsoring 5
Veterans



Sponsoring 1
Veteran



Sponsoring 1
Veteran

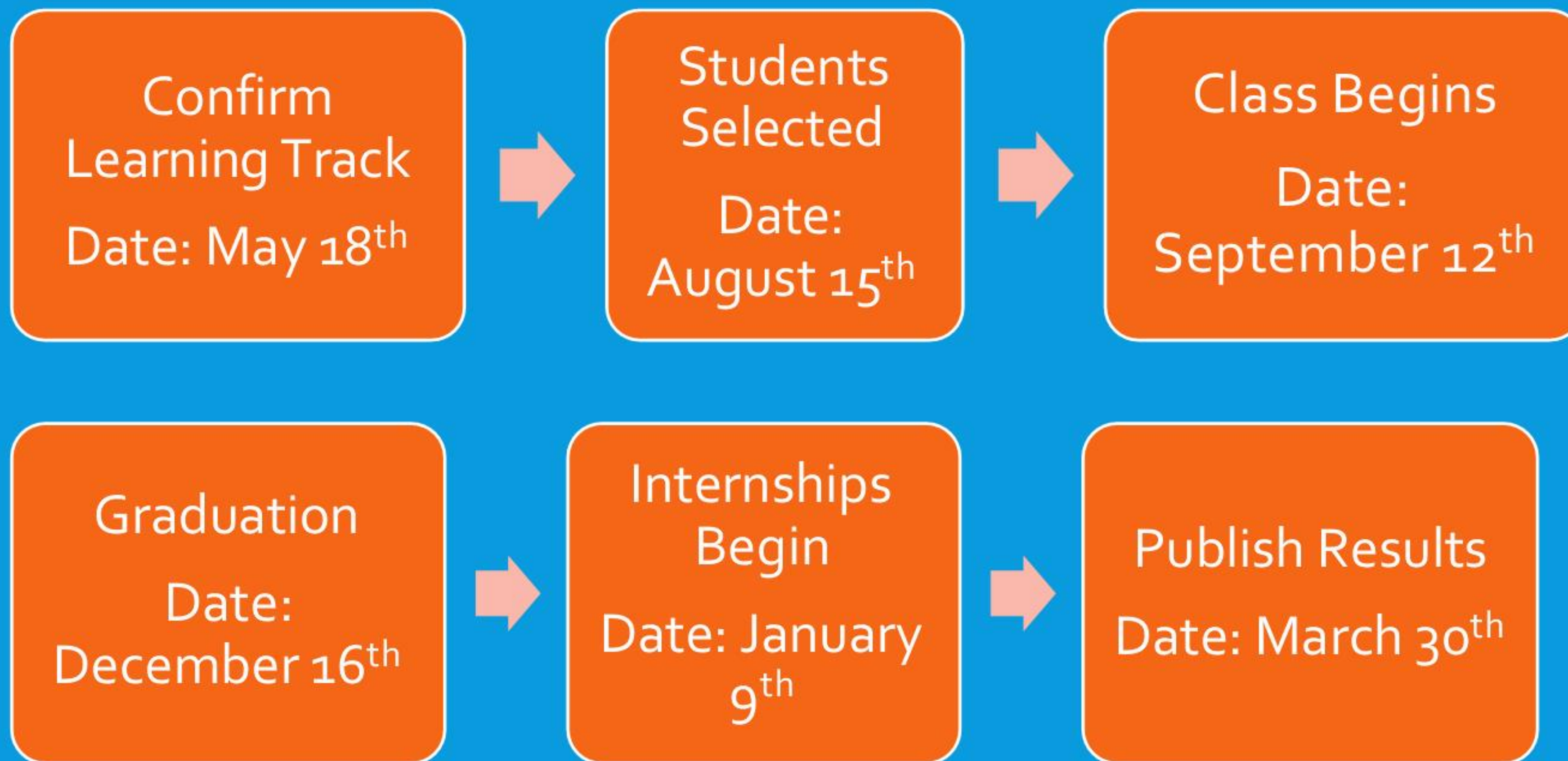


Sponsoring 1
Veteran



Sponsoring 1
Veteran

TIMELINE



LESSONS LEARNED

Be curious about trainings offered by industry

Continuously evaluate progress: behind enrollments and needed to add another career track

Engage employers around their needs; research job openings in are based on these conversations

Build on strength of grant- money for recruitment, training, internships, and placements.



Miriam C. Laracuente (Lara)
Grant Director

**“PRTEC’s Approach to Employer
Engagement”**

OUTREACH AND RECRUITMENT STRATEGIES TO EMPLOYERS

- PRTEC Network & Events
- PRTEC's Website and Social Media Pages (FB, LI)
- RtW Events- Welcome to RTW and Participant Achievement Days events
- Press Conferences and Press Releases
- Job Fairs, Job Ads - Who's recruiting
- Free Classified Ads, Public Service,
- RtW Employer Flyer (digital and paper distribution)
- Word of Mouth Recommendations

DEVELOPING AND SUPPORTING PARTNERSHIPS WITH EMPLOYERS

- Capitalize on PRTEC's 15 year relationship with local employers and entrepreneurs
- Establishment of Grant Team Subcommittees
- Frequent meeting cycle @ PSP facilities –They are our Hosts!
- Meeting minutes, including full meeting materials (presentations, etc.) to facilitate absent PSP's to keep up with the program
- Grant news, status reports
- Win-Win Approach is the base of the grant + Communication, communication, communication

INDUSTRY SPECIFIC ACTIVITIES

- Introduction of RTW to PRTEC Managed/Influenced Cluster Meetings (Medical Devices & Aerospace/IT)
- Joining /Developing/Connecting with professional associations that promote the development of skills/knowledge employers seek

PARTNERING WITH EMPLOYERS TO DESIGN TRAINING PROGRAM THAT ALIGN WITH EMPLOYER NEEDS

- Introducing PSP's to Training Providers since grant beginnings for them to develop a relationship with each (Academia, particularly)
- Frequent Recruitment Needs Assessment Exercises (Surveys, Meetings, Questions on how training trends apply to them)
- Inclusion on Request for Proposal development exercises (for training providers)

CHALLENGE WITH EMPLOYER & RESOLUTION

Telemedik Case :

Remote Customer Health Services Provider

Challenge

Getting Telemedik engaged after they showed interest in the program in its earliest stages.

Solution

Two years of relentless communication on RtW events. Customized communications that emphasize specific benefits for Telemedik, information on resources available through our Regional Talent Pool (RTP) (i.e. RN's in the numbers they needed)

Result

Signed MOU and their first OJT event is currently in progress

CULTIVATE PARTNERSHIPS FOR SUSTAINABILITY - N.PIERCE/SJCCD

- **Continuing & Professional Development Department – Workforce Training and Employer Engagement**
- **Advisory Committees – Employer Involvement**
- **Collaboration with community partners**
 - Workforce Solutions (one stop shop), United Way,
 - Good Will, Local Chambers,
 - Churches, Between Job Ministries,
 - Veteran Organizations, Neighborhood Centers
- **Continue partnerships with those on previous grants**



ADDITIONAL DISCUSSION



PRESENTERS' CONTACT INFORMATION

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H-1B RTW TECHNICAL ASSISTANCE

LinkedIn Platform

Have you joined our LinkedIn page yet?

- <https://www.linkedin.com/groups/H-1B-Ready-Work-RTW-7018078/about>

H-1B Ready to Work Community of Practice

- <https://etagrantees.workforce3one.org/page/resources/1001432150333279972>

2016 Technical Assistance

- Case Study on UI Partnerships
- LTU SME Webinar Series: Re-engaging Older and Discouraged Workers Back into the Workforce Webinar on October 6th and Roundtable Discussion on October 7th

WE NEED YOUR FEEDBACK!

Thank you for participating in the H-1B Ready to Work (RTW) Small Group Coaching : Effective Partnerships WebEx!

- Following this Small Group Activity a feedback tool will pop up asking for your feedback on today's Small Group Activity.
- Please take a minute to complete this brief feedback tool regarding today 's WebEx. The input you provide will help us better the delivery of future webinars and create technical assistance meaningful for your work.

DOL CONTACTS

**TECHNICAL ASSISTANCE REQUEST:
CONTACT YOUR TA COACH!**

**Your Federal Project Officer, DOL National Office
and Technical Assistance Providers**

Ready to Work Grantee Mailbox

RTW@dol.gov

