

# H-1B TECHHIRE PARTNERSHIP GRANT



<b>Introduction to TechHire</b>	Introduction to Grantees	TechHire by the Numbers	Coaching and Intensive Service Models	Short-Term and Accelerated Training	Intensive Career Pathway Training	COVID-19 Implications	Conclusion
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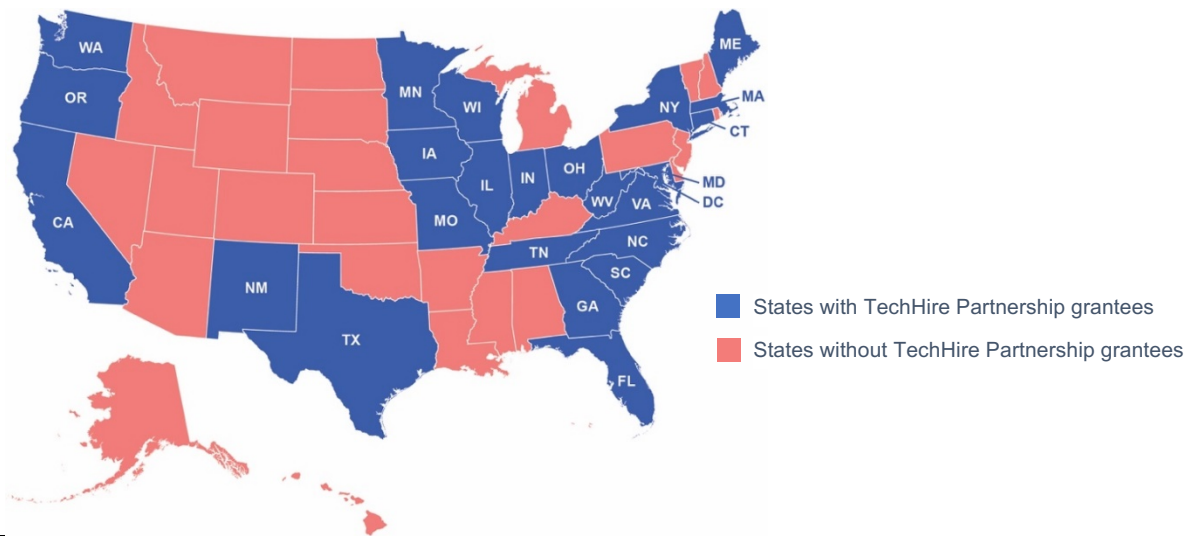
## Introduction to TechHire

### Why TechHire Was Created

In the spring of 2016, in response to a dramatically underproducing IT training pipeline, the U.S. Department of Labor’s Employment and Training Administration launched the H-1B TechHire Partnership grant program. At the time, the country had approximately 5.4 million job openings—substantially more than in any year since 2001. Many of those openings were for newly created jobs in IT—software developers, network administrators, and cybersecurity specialists, among other roles—a field in which the number of jobs was projected to grow at a rate that was two-thirds higher than the average growth rate for all jobs combined.<sup>1</sup>

With the emergence of nontraditional new training models such as boot camps, virtual learning platforms, and competency-based programs offered by community colleges and nonprofit training institutions, opportunity was ripe for Americans to take advantage of faster, more targeted IT training that could put workers on a path to self-sufficiency while simultaneously creating pipelines of tech talent that support the growth of more inclusive, tech-driven local economies.

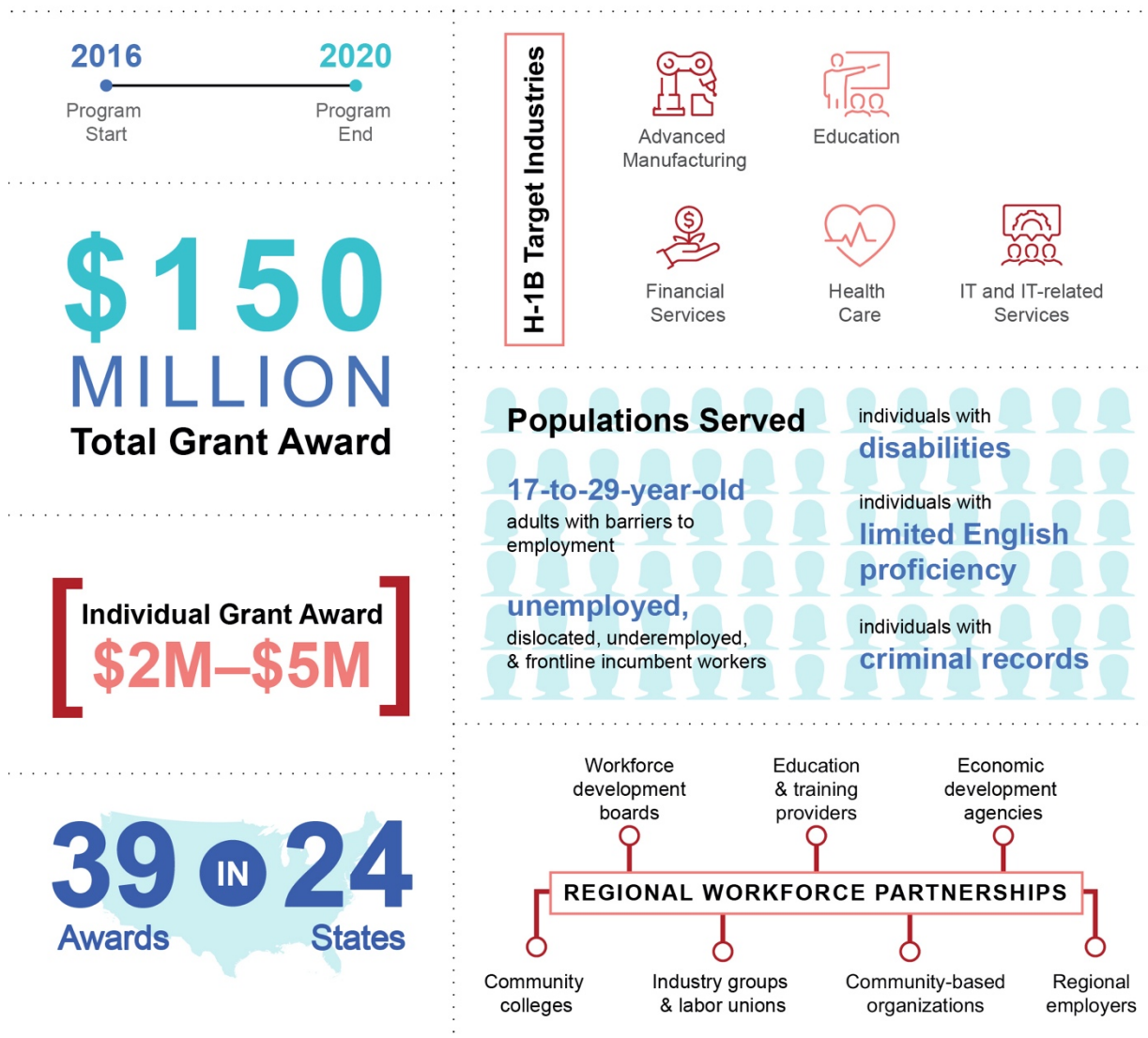
Figure 1: Map of H-1B TechHire Partnership grantees



<sup>1</sup> U.S. Department of Labor Employment and Training Administration, “Notice of Availability of Funds and Funding Opportunity Announcement for *Grant Applications for H-1B TechHire Partnership Grants*,” n.d., <https://www.dol.gov/sites/dolgov/files/ETA/grants/pdfs/FOA-ETA-16-01.pdf>

## TechHire at a Glance

The H-1B TechHire Partnership Grant awarded approximately \$150 million in grant funding to assist nontraditional jobseekers, such as unemployed adults, out-of-school young adults with barriers to employment, individuals with a criminal record, and other hard-to-serve populations. This money was awarded to 39 organizations in 24 states and the District of Columbia. The recipients included public workforce organizations and workforce or industry intermediaries, community colleges, community and faith-based organizations, and business-related nonprofit training providers.



TechHire Partnership grants emphasized the creation of workforce partnerships that bring together a variety of regional stakeholders to provide critical resources and offer learners support to help them to successfully complete their training, earn an industry-recognized credential, and find entry-level employment in the local area. Grantees utilized a variety of training models to achieve those goals. These models included boot camps and other accelerated training formats, programs that combined in-person and remote learning environments, and longer-term associate degree programs. Some incorporated internships or on-the-job training programs to provide students with real-world work experiences. Many offered intensive coaching and supportive services to help improve retention.

Since the launch of the H-1B TechHire Partnership Grant in July of 2016, the grantees have faced many challenges and learned many lessons. They've also acknowledged and celebrated one another's unique achievements and successes. They've connected one-on-one and in peer learning groups, shared their innovations in webinars and virtual convenings, and contributed to a wide variety of informative and valuable technical assistance products that will undoubtedly benefit federal grant recipients for years to come.

*This H-1B TechHire case study was developed by JFF (Contract DOL-ETA-17-F-00005) and its partners Maher & Maher and ICF on behalf of the U.S. Department of Labor, Employment and Training Administration.*