H-1B **TECH**HIRE PARTNERSHIP GRANT

Conclusion: TechHire Lessons Learned

Introduction

The TechHire Partnership grants have implemented a range of models to help youth ages 17 to 29, unemployed workers, and incumbent workers enhance their skills and advance in the labor market in a variety of technology-related occupations in IT, advanced manufacturing, health care, and other sectors. Public-private partnerships are a core element of the TechHire grants, and all of the grants included strong collaborations among key stakeholders, including employers, education and training providers, and the public workforce system.

The *TechHire Case Study* identified three primary models that grantees implemented, building on these strong partnerships: coaching and intensive service models, short-term and accelerated models, and intensive career pathway training models. Each of these models has specific components that are critical to its success, as outlined in the *TechHire Case Study* and summarized below:

Coaching and Intensive Service Models	Short-Term and Accelerated Models	Long-Term Training Models
▪ Efforts to build trust, rapport, and executive skills. ▪ Student-centered goal setting and accountability measures. ▪ Use of community partnerships to coordinate support services.	▪ A variety of training modalities, including in-person, online, hybrid, and mobile training options. ▪ Tailored, flexible, and participant-centered approaches that offer comprehensive support. ▪ Collaborative curriculum design and implementation. ▪ Strong employer connections that inform program design and offer pipelines to employment.	▪ Training that leads to a degree or industry-recognized credentials. ▪ Participant engagement and retention strategies. ▪ Strategies for increasing remote engagement and supports.

From these three models and their key components of success, five overarching lessons emerged that can inform the implementation of regional, technology-focused workforce partnerships like TechHire in the future. Some of these lessons are unique to TechHire and other tech-focused programs, and to other workforce programs that have been implemented during the pandemic, while others are aligned with the implementation of previous workforce programs. After reviewing these key lessons learned, this document then explored their implications for TechHire Partnership grantees, workforce development programs and practitioners, and program designers and policymakers as they consider developing future initiatives like TechHire or offering similar programs in their regions.

Developed as part of the overall *TechHire Case Study*, this is one of four documents that seek to tell the story of the program and its implementation. The full suite of briefs includes the following, in addition to this one:

- Short-Term and Accelerated Training Models
- Designing Impactful Coaching and Intensive Service Models
- Intensive Career Pathway Training
- Addressing Unprecedented Disruptions Across TechHire Grant Programs

Key Lessons Learned and Implications for Regional Partnerships

Five key, overarching lessons learned that span the three primary types of grantee program models emerged from the implementation of the TechHire grants. These key lessons learned in those five areas—technology sector exposure, comprehensive supports, career pathways, employer involvement, and remote engagement and support for participants—have important implications for organizations that are considering developing tech-focused workforce partnerships similar to those in TechHire. Based on those five lessons, the following are key implications for future workforce partnerships.

Increasing exposure to the technology sector.

- Offer extensive technology-sector career awareness through workforce partnerships that incorporate robust career exploration and awareness services.
- Engage employers to play a critical role in these services, sharing workplace expectations, and providing tours of their businesses.
- Engage program alumni to serve as guest speakers.

Integrating comprehensive participant supports into programs.

- Workforce programs should provide comprehensive participant supports, tailored to meet the specific needs of the participants they serve in order to address relevant barriers.

- Workforce partnerships can collaborate with community-based organizations and existing regional partners providing these services in their communities, leveraging their expertise and public resources.

Adopt a career pathway approach to technology-focused training.

- Provide training that supports and utilized career pathway approaches when developing new training programs to help workers progress in their careers after initial job placement.

- Work with employers to map competencies that are needed for specific occupations in target sectors, and address gaps in current training programs to better prepare workers.

- Supplement entry-level training with work-based learning such as internships to help participants gain work experience.

Secure employer involvement and leadership in programs.

- Increase employer engagement with and the leadership of technology-focused workforce programs.

- Identify specific employers that will serve as champions for the program and advocate among their peers to encourage robust employer participation.

- Document and disseminate evidence showing the value of employer involvement in programs, including their return on investment.

Institutionalize remote training, placement, and engagement for participants.

- Incorporate a range of remote engagement and placement strategies such as social media platforms and drive-through job fairs to maintain contact with participants.

Conclusion

TechHire Partnership grantees used three effective models to help unemployed and incumbent workers enhance their skills and progress in their technology careers: coaching and intensive service models, short-term and accelerated models, and long-term career pathway training models. Looking across these three models, there are overarching lessons learned in five key areas from the TechHire Partnership grant program: technology-sector exposure, comprehensive supports, career pathways, employer involvement, and remote engagement and support for participants. These lessons learned have significant implications for organizations considering developing partnerships similar to TechHire grantees' in their own regions, as well as for funders and policymakers designing similar programs. Enhancing program design in each of these areas, such as strengthening participant supports and identifying employer champions to lead initiatives, can bolster the impact of regional partnerships by helping more participants complete training and advance in their careers.