A Toast to TechHire: Four Years of Tech-Focused Training and Partnerships

Day 1: December 8, 2020
1:00 p.m. – 3:00 p.m. ET

TechHire Technical Assistance Team
Welcome and Opening Remarks

Robin Fernkas
Deputy Administrator
Office of Workforce Investment
Employment and Training Administration
U.S. Department of Labor
AGENDA

• Welcome and Opening Remarks
• Overview of Grantee Performance
• Grantee Presentations: Biggest Lessons Learned
• Group Discussion: Biggest “Aha! Moments” (Mural)
• Grantee Presentations: Participant Success Stories
• Participant Voices Podcast Clip
• Closing of Day 1
TechHire Grantee Performance Data
Quarter Ending June 30, 2020

Enzo Ferroggiaro
Senior Research Data Analyst, ICF
• $150 million to 39 TechHire Partnership grants.

• Over $125 million awarded to partnerships targeting youth and young adults ages 17–29.

• $24 million went to partnerships that help other disadvantaged groups with barriers to employment, including:
  - Veterans
  - People with disabilities
  - Limited English proficiency
  - Justice involved

Period of Performance Timeline

07/01/2016
Start of Performance Year

End of Performance

End of Extension of Performance
AGGREGATE TOTALS vs. TARGETS

Quarter Ending June 30, 2020
AGGREGATE TOTALS vs. TARGETS
Quarter Ending June 30, 2020

- Participants Served: 20,113 vs. Target 19,772
- Began Training: 18,351 vs. Target 18,461
- Completed Training: 11,173 vs. Target 14,644
- Completed Training & Earned a Credential: 8,537 vs. Target 12,190
- Entered Employment: 5,844 vs. Target 10,262
- Incumbent Workers Advanced: 643 vs. Target 2,442

- Participants Served: 102%
- Began Training: 99%
- Completed Training: 75%
- Completed Training & Earned a Credential: 70%
- Entered Employment: 57%
- Incumbent Workers Advanced: 26%
**Training Outcomes**

- **Participants Served**: 20,113
- **Completed Training**: 11,173
- **Entered Training-Related Employment**: 3,784
**PARTICIPANTS SERVED**

by Employment Status

*The percentages may exceed 100% due some participants satisfying more than one category simultaneously.*
Demographics

20,113 Participants Served

13,029 Male
6,945 Female
14,553 Youth (17–29)
385 55 and Older

Education

-10% 10% 20% 30% 40% 50% 60% 70%
H.S. Degree or GED 14% Some College 4% Cert. License/Ed. Certificate 8% Associates Degree 15% Bachelor's Degree or Equivalent 3% M.A.; Ph.D.; Other Advanced Degree

Race/Ethnicity

White 44%
Black/African American 32%
Hispanic/Latino 17%
Asian 6%
American Indian/Alaskan Native 2%
Native Hawaiian/Other Pacific Islander 1%
More than One Race 2%

Other Demographics

-10% 10% 20% 30% 40% 50% 60% 70%
Low-Income 45%
Justice Involved 7%
Limited English Proficiency 8%
With a Disability 7%
Eligible Veterans 4%
PERFORMANCE BY REGION
Quarter Ending June 30, 2020
PERFORMANCE BY REGION

# of Grantees per Region
- Region 1: 7
- Region 2: 3
- Region 3: 10
- Region 4: 2
- Region 5: 9
- Region 6: 8

Participants Served
- Region 1: 96%
- Region 2: 101%
- Region 3: 130%
- Region 4: 88%
- Region 5: 94%
- Region 6: 88%
- All Regions: 102%

Began Training
- Region 1: 94%
- Region 2: 118%
- Region 3: 130%
- Region 4: 90%
- Region 5: 75%
- Region 6: 75%
- All Regions: 95%

Completed Training
- Region 1: 76%
- Region 2: 98%
- Region 3: 111%
- Region 4: 66%
- Region 5: 55%
- Region 6: 55%
- All Regions: 75%

Completed Training and Earned a Credential
- Region 1: 79%
- Region 2: 45%
- Region 3: 103%
- Region 4: 69%
- Region 5: 49%
- Region 6: 66%
- All Regions: 70%

Entered Employment
- Region 1: 74%
- Region 2: 37%
- Region 3: 57%
- Region 4: 64%
- Region 5: 64%
- Region 6: 43%
- All Regions: 57%

Incumbent Worker Advance
- Region 1: 5%
- Region 2: 66%
- Region 3: 55%
- Region 4: 33%
- Region 5: 20%
- Region 6: 0%
- All Regions: 25%
Grantee Presentations: Biggest Lessons Learned
At the beginning of grant year two, Pellissippi added the position of Career Readiness Coordinator to the grant team.

While the grant was working with multiple areas of the college to provide career support, based on the feedback we were getting there was a disconnect.

This position worked in concert with the college’s Career Services Office, Counseling Services (which provides career counseling and exploration), the college’s Internship Coordinator, and Business and Community Services Office.

Best practices included: employer roundtables, employer information sessions, bringing employers into the classroom, and coordinating employer site visits.

Focused on bridging the gaps between academic affairs and student services.
Challenges

• Budget and personnel allocation
• Curriculum and instructional hours
• Pandemic and internships
Strategies to Address Challenges

• Meet regularly with partners and faculty
• Constant communication with the Federal Project Officer
• Budget modification
Lessons Learned

• Don’t lose sight of the goal and keep pushing forward

• Stay open to change and remain flexible
LaGuardia Community College

Biggest Lessons Learned
Group Discussion: Biggest “Aha! Moments” via Mural

Jackie Rhodes
Senior Manager, ICF
Grantee Presentations:
Participant Success Stories
I have always had a personal interest in computers and technology which is what first attracted me towards this program. I would consider myself a ‘tech savvy’ person but I want to learn more. I am interested in participating in the Midlands TechHire program because I am hoping that it will open doors to a new career for me. I didn’t take school seriously enough when I was younger and I missed my opportunity for a higher education without having to work full-time. After having worked without any sort of higher education or job training, I have come to the realization that I want more out of life. The low paying and manual labor jobs that are available to me do not offer much room for growth and advancement like a career in the IT field would. The Midlands TechHire program is perfect for the goals that I am trying to accomplish, which is to find not just a job, but a career.”

John Sorgen – TechHire Participant
Participant Voices Podcast

Krista Ford
Senior Program Manager, JFF

Lee Domeika
Program Manager, JFF
Participant Voices Podcast

Goals
• Learn from participants’ TechHire experiences
• Capture and share participants’ insights on what makes a training program successful, motivating, and supportive
• Amplify a range of participant voices

Participants
• Sujeiry – UAW-LETC, California
• Malaysia – Wake Technical College, North Carolina
• Joel – State Technical College of MO, Missouri
• Chris – Everett Community College, Washington
• Patrick – Goodwill Industries, Virginia

Discussion Topics
• Recruitment and Enrollment
• Education and Training
• Support Services
• Technology in the Workplace
Closing

Featured TA
- Promotional Story Template
- Virtual Learning Resource Page
  - Transitioning to Online Learning PLG Summary
  - Remote Participant Support PLG Summary
  - Job Placement PLG Summary
  - Drive-thru Job Fair Blog Post
  - Virtual Job Fairs Blog Post
  - Virtual Interview Tip Sheet
- TechHire Recruitment Brief

Day 2
- December 9, 1:00 p.m. – 3:00 p.m. ET
- Grantee Presentations
  - Most Fruitful Employer Partnerships
  - Biggest Program Pivot
  - Key Innovations
- Case Study Overview
- Employer Testimonials Video
- Group Discussion – Sustainability Planning