



PEER-TO-PEER CALLS

Partnerships: Positive Outcomes

The H-1B America's Promise Job Driven Grants have greatly benefitted communities throughout the nation by promoting industry sector-based workforce partnerships. Success was due in large part to the development and cultivation of effective partnerships. Across the 23 America's Promise grant organizations, partners have assisted grantees in all aspects of program implementation from leveraging resources to job placements. In April 2021, the America's Promise technical assistance team hosted a peer-to-peer session so grantees could discuss their successes and lessons learned about cultivating partnerships within their programs. Below are some highlights grantees shared during the event.

STRATEGIES FOR SUCCESS

- ★ *City of Springfield* added a business services team that focused on employer engagement and communication early in its grant timeline. Having a dedicated team working directly with employer partners led to higher levels of employer engagement and employer flexibility in addressing participants' needs and unique circumstances.
- ★ *Career Source Brevard* invited employers to serve on its advisory board incorporating them into the planning and decision-making process. This partnership encouraged employer partners to promote the program to their networks and engage other employers.
- ★ *Delaware Technical Community College* found that its community-based organization (CBO) partners and the Delaware Health and Social Services Department helped with recruitment, especially by referring low-income participants. Partnerships with local financial institutions offered professional and career development services.
- ★ *Workforce Alliance of South Central Kansas (WASCK)* found that its partnership with the local United Way was helpful during the COVID pandemic and when workers were laid off by a local company. United Way involved WASCK in its resource fairs, assisting with resume building and connections to employers.



LESSONS LEARNED

- ★ *City of Springfield* had several participants who struggled with childcare during COVID. The grantee worked with employers to negotiate schedules and facilitate compromises in order to bridge the gap between employer and participant needs. This coordination helped achieve favorable outcomes for both the employers and participants.
- ★ *Montgomery College* found that it was difficult to engage employers because they sometimes got frustrated by program participants leaving for other jobs once the training was completed. The college began to include employers on advisory boards so their feedback was integrated sooner and they knew their voices were being heard.



TIPS

- ★ Survey employers and participants early and regularly during the grant period to stay aware of their needs.
- ★ Establish clear expectations with partners at the beginning of the relationship and meet with them frequently throughout the grant-life cycle.
- ★ Include employers and other key stakeholders on advisory boards so their voices can help find solutions to challenges.
- ★ Involve partners in curriculum development especially for any new training programs being implemented.
- ★ Leverage partners from previous grants or programs to support current endeavors.