



YouthBuild USA

Sector Strategy How-To Guide

A Resource to Align YouthBuild Construction Plus (C+) Career Pathways to Sector Strategies

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Purpose of the Guide

The Sector Strategy How-to Guide aims to support DOL YouthBuild grantees with using a sector strategy approach for career pathway development. The guide introduces key concepts of a sector strategy and provides six (6) resources, referred to as **“Topics in Brief,”** that programs can integrate in their career pathway design process. The guide also includes five (5) Industry Spotlights to support with industry sector research and labor market analysis.

Objectives of the Sector Strategy How-to Guide

The resources in the guide will help YouthBuild DOL grantees to:

- Gain a deeper understanding of how a sector strategy can help identify and design career pathways
- Provide resources for using a sector strategy approach to identify new career pathways or assess and evolve existing pathways
- Offer recommendations on how to support participants with developing the skills and competencies needed to be more competitive in the constantly evolving workforce

How to Use the Guide

The six Topics in Brief introduce a resource for aligning Construction Plus (C+) career pathways to a sector strategy. Each brief includes Plug and Play templates and resources to contextualize to a local community and YouthBuild program. Topics in Brief and Industry Spotlights are organized and categorized by typical stages of career pathway development:



Programs can follow the guide in sequential order or access specific resources based on their unique journey to integrate a sector strategy approach and develop career pathways. **Image 1** provides a high-level overview of what tasks are completed in each stage, along with the corresponding resources in this guide.

Image 1: Career Pathway Development Stages & Corresponding Resources

Access the Topics in Brief and Industry Spotlights by clicking the links in the boxes below.



1. Plan & Evaluate

Gather data and engage industry partners to design career pathways that meet the needs of YouthBuild participants and employers

Resources

- [Labor Market Information & Industry Audits](#)
- [Community Asset Mapping](#)
- [Industry Partner Assessment](#)
- [Organizational Capacity Assessment](#)
- [Participant Career Readiness Assessment](#)
- [Industry Spotlights](#)



2. Design & Implement

Ensure that staff and partners are prepared and invested, pathways are accessible to participants, and training is employer-driven

Resources

- [Industry Partner Assessment](#)
- [Community Asset Mapping](#)
- [Competency Models and Mapping](#)
- [Participant Career Readiness Assessment](#)
- [Organizational Capacity Assessment](#)



3. Build & Evolve

Use continuous improvement processes to identify new opportunities and gaps, evaluate partnerships, improve the process, and review changes

Resources

- [Labor Market Information & Industry Audits](#)
- [Industry Partner Assessment](#)
- [Community Asset Mapping](#)
- [Competency Models and Mapping](#)
- [Organizational Capacity Assessment](#)

Overview of a Sector Strategy

According to the Employment and Training Administration of the United States Department of Labor, [sector strategies](#) are regional, industry-focused approaches to designing and building workforce systems. They require a partnership of employers within a critical industry, education, economic development, workforce systems, and

community organizations to identify and collaboratively meet the workforce needs within a regional labor market. In addition, sector strategies aim to effect long-term, systemic changes benefiting both employers and workers.

YouthBuild Programs and Sector Strategies

A sector strategy can be an effective, collaborative approach to developing meaningful career pathways in regional industries that connect participants to job placement, postsecondary education, and career growth. Sector-focused career pathways align education, training, and support services to the needs of employers and can require systemic changes in the delivery and design of training and education. Many YouthBuild programs will find intermediary organizations leading sector strategies in their local region. In this case, YouthBuild programs can integrate into an established sector strategy and offer their assets and services.

YouthBuild Program Assets in a Sector Strategy

A YouthBuild program's role may vary depending on the capacity of your program and the nature of the industry. You should consider the capacities of your program when approaching partners and refer to the [Organizational Capacity Assessment](#) to help shape your strategy. Potential assets YouthBuild programs provide in sector strategies include:

- High-quality pre-employment and incumbent worker training
- Pre-apprenticeship model
- Counseling/case management
- Transportation, childcare, and other supports for workers
- Technical assistance to employers
- Conducting advocacy campaigns and lobbying for policy change
- Mapping career ladders and lattices
- Collaborating with business leaders in the design and implementation of career pathways
- Providing postsecondary supports through partnerships with community colleges in collaboration with the employer

Sector Strategy Conveners

Sector strategies led by workforce intermediaries can bring multiple stakeholders together in an industry. Workforce intermediaries can be public agencies, nonprofits, labor unions, economic development organizations, or other entities established specifically to coordinate these services and partners within an industry.

Sector Strategy Frameworks

The Employment and Training Administration (ETA) partnered with industry leaders to [develop the Sector Strategy Implementation Framework](#), which identified the “five key capabilities” of successful sector strategies. The resources included in this how-to guide, align to the framework and capabilities.

ETA’s Sector Strategies Framework & Overlap with Resources	
ETA Sector Strategy Five Capabilities	Resources in the Guide
Data-Informed Decision Making	<ul style="list-style-type: none"> • Labor Market Information & Industry Audits • Competency Models and Mapping • Participant Career Readiness Assessment • Industry Partner Assessment • Industry Spotlights
Industry Engagement	<ul style="list-style-type: none"> • Community Asset Mapping • Participant Career Readiness Assessment • Industry Partner Assessment • Competency Models and Mapping
Sector-Based Service Delivery	<ul style="list-style-type: none"> • Community Asset Mapping • Industry Partner Assessment • Participant Career Readiness Assessment • Competency Models and Mapping
Sustainability & Continuous Involvement	<ul style="list-style-type: none"> • Labor Market Information & Industry Audits • Organizational Capacity Assessment
Organizational Capacity & Alignment	<ul style="list-style-type: none"> • Organizational Capacity Assessment