

FIND A NEED & FILL IT: PLANNING THE TALENT PIPELINE RESPONSE WITH PARTNERS

Core Session 1

September 27, 2016



EMPLOYMENT AND TRAINING ADMINISTRATION
UNITED STATES DEPARTMENT OF LABOR



QUESTION & ANSWER ALL THROUGH THE SESSION



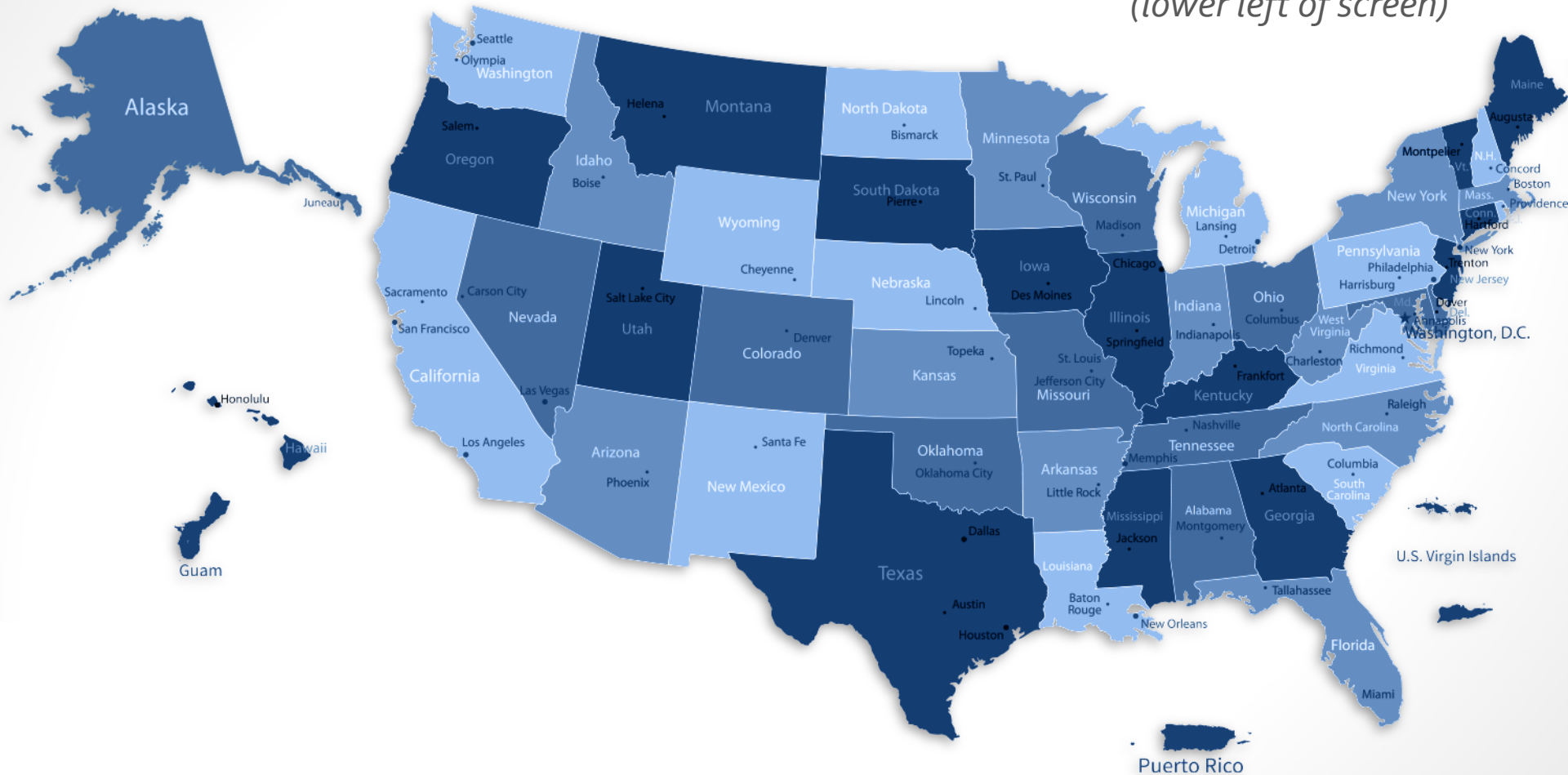
Enter your questions in the Chat window
(lower left of screen)



WHERE ARE YOU?



*Enter your location in the Chat window
(lower left of screen)*



AGENDA



- Welcome (and recap of opening session) Diane Walton

- Responses and Action

Rob Gamble, John Ball, and Kristina Payne

- Handouts for Home: Employer Engagement Dialogues for your staff and partners

- Q & A

- Wrap-up



OBJECTIVES



- ✓ Know what you need to know to take your next steps
- ✓ Learn from others' successes and mistakes
- ✓ Tools to use at home



WHAT WE ASSUME



- You are a problem solver.
- You want to find solutions that:
 - ▣ Lift the bottom
 - ▣ Grow the middle
 - ▣ Work the top



WHAT WE HEARD YESTERDAY



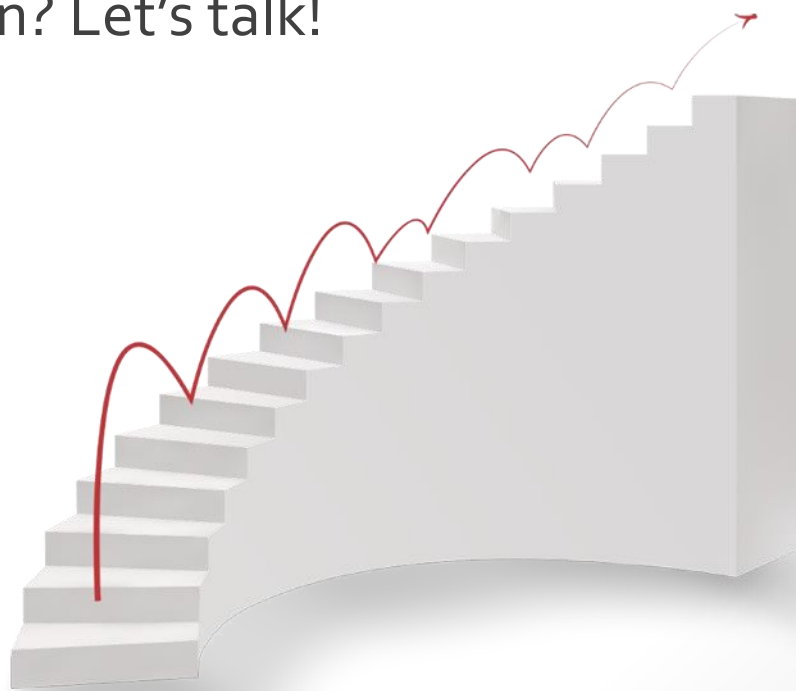
WHAT WE WANT TO TALK ABOUT TODAY



HOW TO TAKE THE FIRST STEP? ROB GAMBLE



- How do you identify potential employers?
 - ▣ Look for employers who are already part of the choir?
Build more business with them?
 - ▣ See some obvious pain? Let's talk!



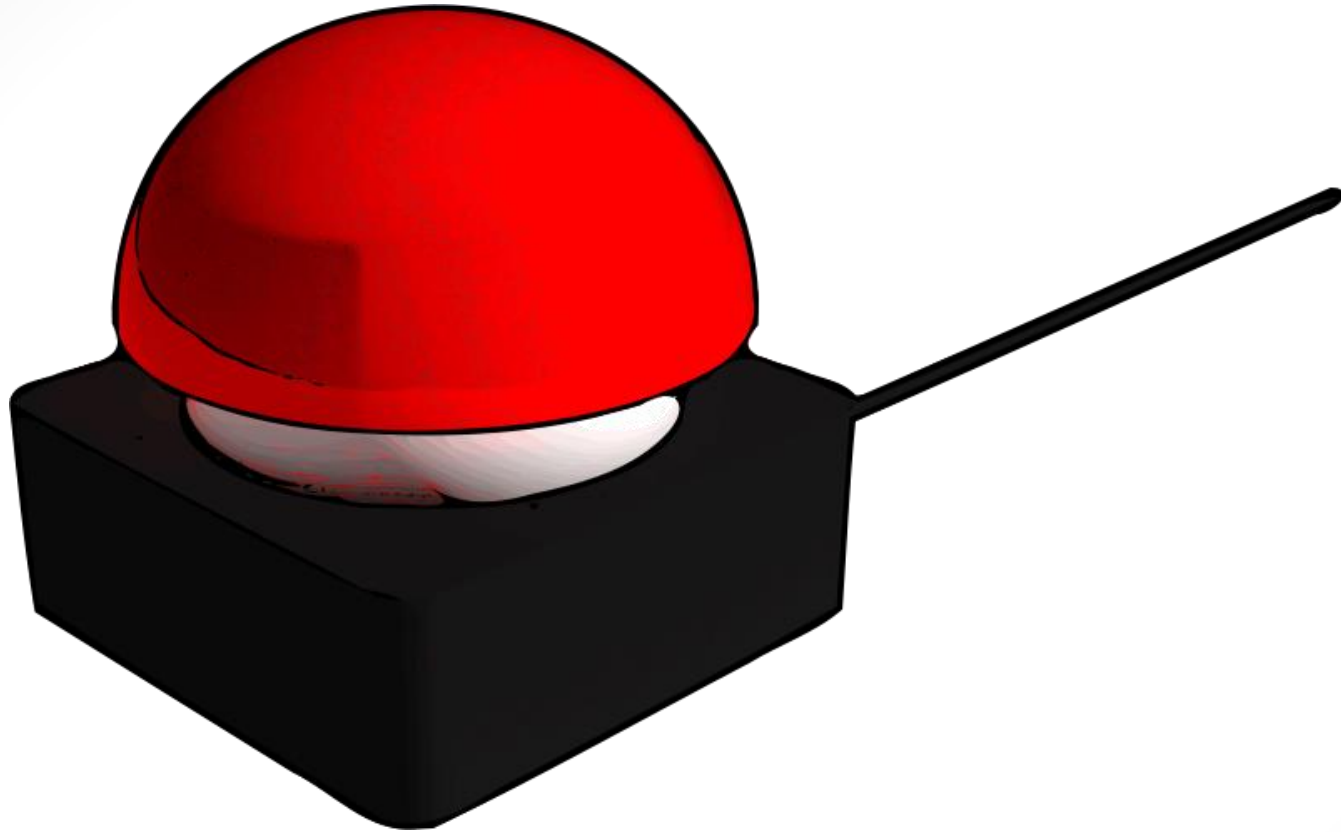
BUILDING YOUR TEAM - JOHN BALL



MEET THEIR NEEDS - KRISTINA PAYNE



DO YOU KNOW HOW TO TALK THEIR LANGUAGE?





- Four Hands-on Exercises to use with your staff and partners
 - ▣ Identify a potential employer
 - ▣ Identify job openings and associated requirements
 - ▣ Prepare for an employer visit
 - ▣ Create the framework for an employer conversation



EXERCISE #1 HANDOUT #1



IDENTIFY A POTENTIAL EMPLOYER

Work individually or together to find a company that you might like to work with or have responsibility for approaching, and tell us:

- What industry sector does the company belong to and what products/services does the company produce or sell?
- From their **website**, what can you identify about this company's workforce? What type of workers and skills do you think they need?



EXERCISE #2 HANDOUT #2



IDENTIFY EMPLOYER JOB OPENINGS AND ASSOCIATED JOB AND EDUCATION REQUIREMENTS

Choose one employer and identify:

- What job positions are currently being posted by the employer (pick one)?
- What competencies are required for the job based on the job posting?
- What education levels/credentials are required for the job based on the job posting?



EXERCISE #3 HANDOUT #3



PREPARE FOR YOUR EMPLOYER VISIT AND QUESTION STRATEGY

Based on the research you have done in steps #1 and #2, create **5 questions** that you would ask this employer about their business, their workforce needs and current hiring/upskilling initiatives, and their employee training strategies?

Remember to cover the areas of your proposed solution in your questions, e.g. for apprenticeship – for RA it would be employer role, related instruction, on-the-job learning, wage gains, and credential attainment.



EXERCISE #4 HANDOUT #4



FRAMING THE EMPLOYER'S WORKFORCE CHALLENGE VIS-À-VIS WHAT YOU BRING

Using what you learned in the previous steps, state the employer's workforce development challenge and how you might meet it with your proposed solution(s), using business language.



WORK WITH QUESTIONS IN THE CHAT ROOM





RECAP



...and don't forget to let us know how you use this!





- **BUSINESS ENGAGEMENT COLLABORATIVE COMMUNITY OF PRACTICE**
<https://businessengagement.workforcegps.org/>
- **BUSINESS OUTREACH FACT SHEET**
<http://www.dol.gov/apprenticeship/toolkit/docs/RA-Employer-Fact-Sheet.pdf>

- **APPRENTICEUSA TOOLKIT**
www.dol.gov/apprenticeship/toolkit.htm
- **GUIDE FOR BUSINESS SERVICE REPRESENTATIVES**
<http://www.dol.gov/apprenticeship/docs/guide-for-bsr.pdf>



SPEAKER CONTACT INFORMATION



■ **DIANE WALTON**

Project Lead

USDOL ETA Region 6

✉ Walton.Diane@dol.gov





Thank You

