

Job-Driven Technical Assistance Center (JD-VRTAC)

Sector Strategies: What are they and how can they help VR agencies?

Patricia Maguire/ Senior Program Manager, Jobs for the Future
Lindy Foley/ Employment Services Program Director, Nebraska VR



Job-Driven Center Goals

Improve skills of state VR agency staff, other rehab professionals & providers of VR services, who are trained to provide “job-driven” VR services & supports to PWD, employers & customized training providers.

Four Topic Areas:

1. Business Engagement
2. Employer Supports
3. Labor Market Information (LMI)
4. Customized Training Providers

www.explorevr.org



Job-Driven Center Partners

Institute for Community Inclusion (ICI) at Univ. of Massachusetts,
Boston

In Partnership with:

- Jobs for the Future (JFF)
 - Univ. of Arkansas
 - Univ. of Washington
- Council of State Administrators of Vocational Rehabilitation (CSAVR)
 - United States Business Leadership Network (USBLN)
 - Association of University Centers on Disabilities (AUCD)

In Collaboration with:

- National Council of State Agencies for the Blind (NCSAB)
Technical Assistance Center Collaborative



Presenters

Moderator:

Lois Joy, Senior Research Manager, Jobs for the Future

Presenters:

Patricia Maguire, Senior Program Manager, Jobs for the Future

Lindy Foley, Employment Services Program Director, Nebraska VR



Objectives

- Define “Sector Strategies”
- Explore what they can look like and how to approach them
- Learn how Sector Strategies can help VR Agencies by looking at how Nebraska VR develops Certificate Training programs



What is a Sector Strategy?



Patricia Maguire
Senior Program
Manager, Jobs for the
Future



ABOUT JOBS FOR THE FUTURE

Our Mission

JFF works to ensure that all young people and workers have the skills and credentials needed to succeed in our economy.

Our Vision

The promise of education and economic mobility in America is achieved for everyone.



PHOTOGRAPH © 2008 Jerry Davis



ABOUT JOBS FOR THE FUTURE

OUR GOALS

- 1. PREPARING FOR COLLEGE AND CAREER:**
All young people graduate high school on a clear path to college completion and career success.
- 2. EARNING POSTSECONDARY CREDENTIALS:**
All students gain the skills they need to earn postsecondary credentials with high labor market value.
- 3. ADVANCING CAREERS AND ECONOMIC GROWTH:**
All workers obtain the education and training required to move into family-supporting careers with clear paths for advancement.



HOW JFF WORKS: SCALING SOLUTIONS



ALIGNMENT ACROSS SECONDARY—POSTSECONDARY—WORKFORCE



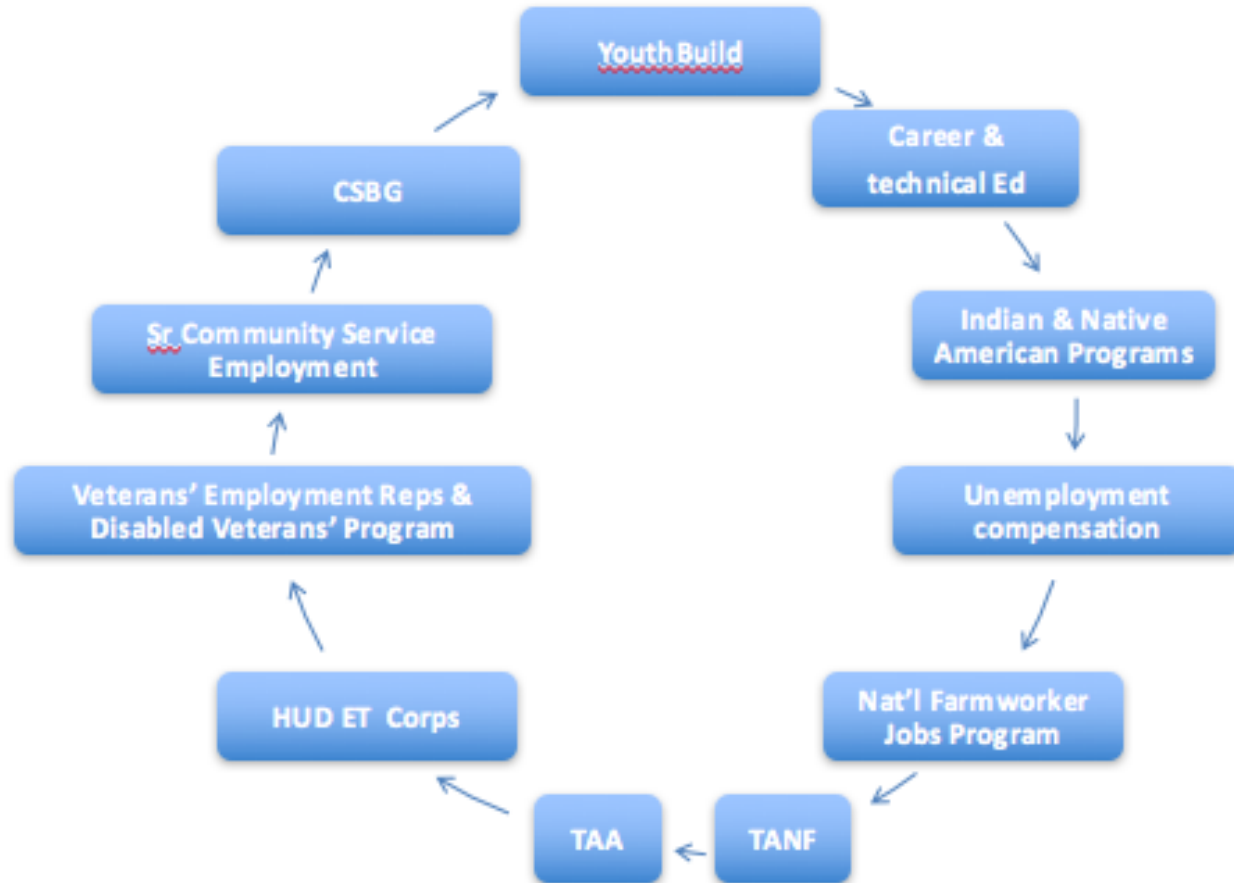
What is a Sector Strategy?



CO Regional Sector Partnership Convener Training Workbook



WIOA & Required Partners



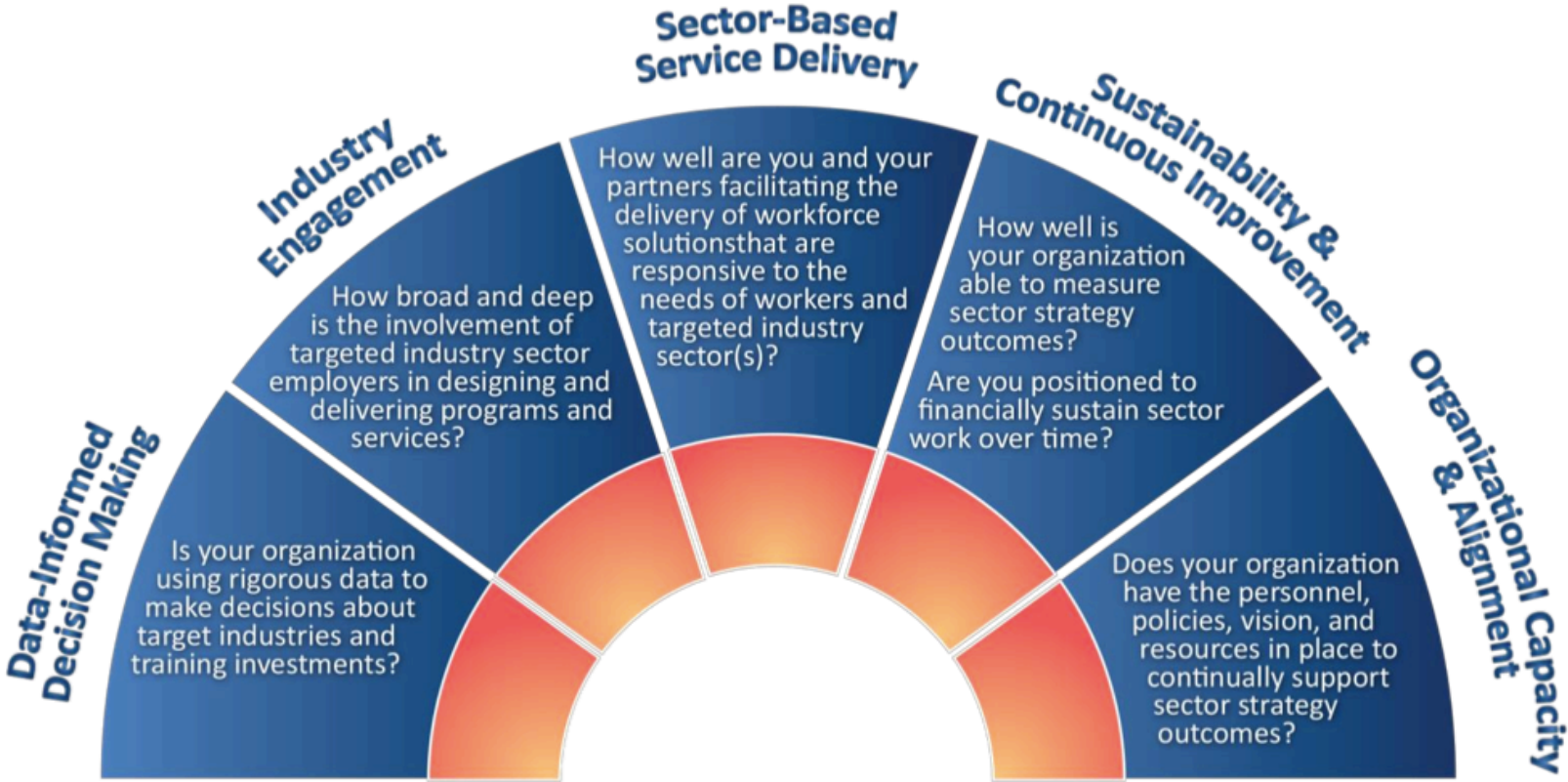
ETA Sector Strategies Initiative

A sector strategy is a partnership of **multiple employers** within a **critical industry** that brings together education, economic development, workforce systems, and community organizations to identify and collaboratively meet the **workforce needs** of that industry within a **regional labor market**.

<https://businessengagement.workforceegps.org/>

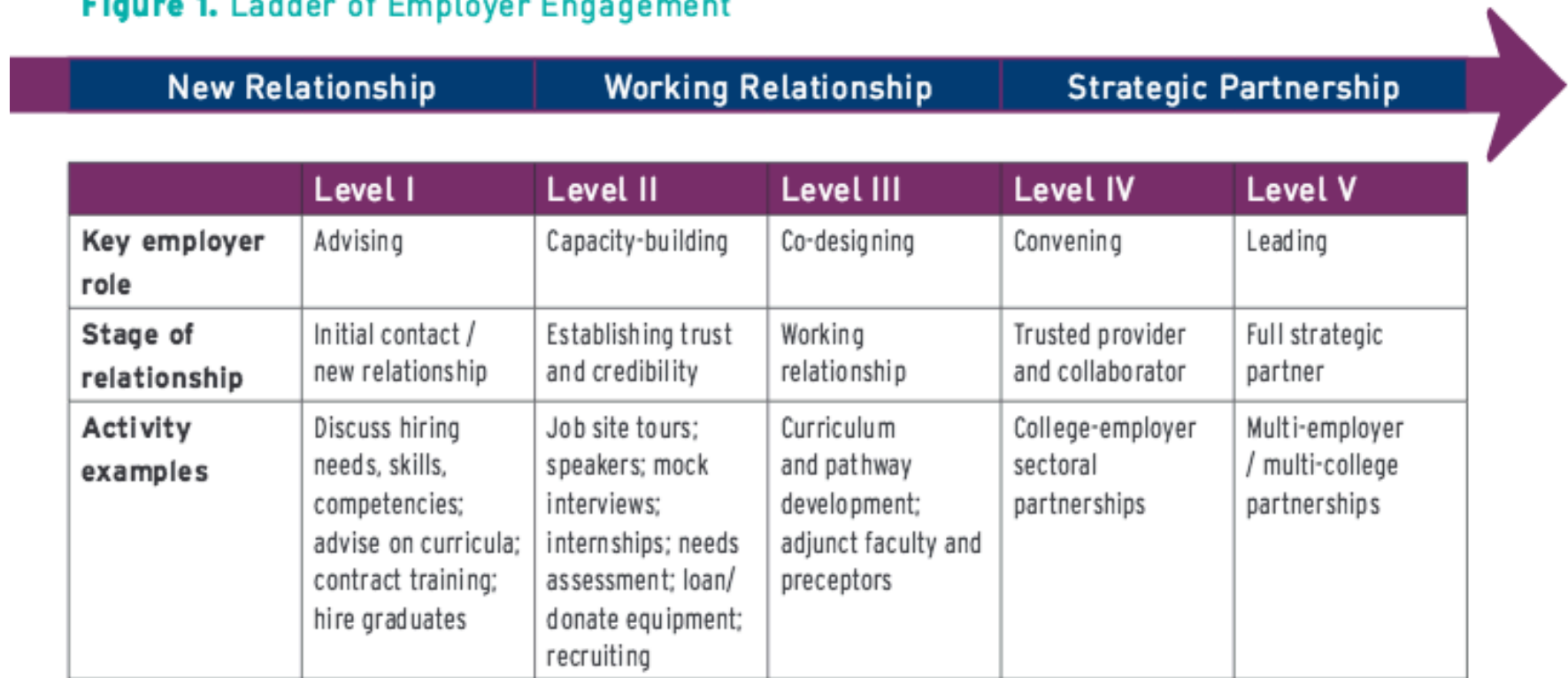


ETA Sector Strategies Framework & Organizational Self-Assessment



JFF Guide to Engaging Employers

Figure 1. Ladder of Employer Engagement



Sector Intermediaries: JFF's Expanding the Mission

Serve dual customers:
employers & workers

Organize multiple partners &
funding streams

Provide or broker labor market
services

Project vision to guide
partnership & activities



Industry Champions

CO Regional Sector Partnership Workbook

- Champions vs Representatives
- Doers vs talkers

CommCorp Partnerships Guide

- Business leaders that believe in our work,
- are committed to our vision,
- and are willing to use their power and prestige to garner support for our efforts

ETA Sector Strategies Guide

- Champions help convene the larger group of employers.
- Invitations to the first meeting come from the workforce boards and industry champions.



Sector Strategies Resources

- [ETA's Sector Strategies Framework & Self-Assessment](#)
- [Colorado Regional Sector Partnership Convener Training Workbook](#)
- [JFF's Resource Guide to Engaging Employers](#)
- [JFF's Expanding the Mission: CCs and the Functions of Workforce Intermediaries](#)
- [NFWS Workforce Partnership Guidance Tool](#)
- [Commonwealth Corporation's Partnerships: A Workforce Development Practitioner's Guide](#)
- [Connecting People to Work: Workforce Intermediaries and Sector Strategies](#)



The Nebraska VR Model



Lindy Foley

Employment Services
Program Director,
Nebraska VR



We help people with disabilities prepare for, find, and keep jobs while helping businesses recruit, train, and retain employees with disabilities.



Nebraska VR Office Locations

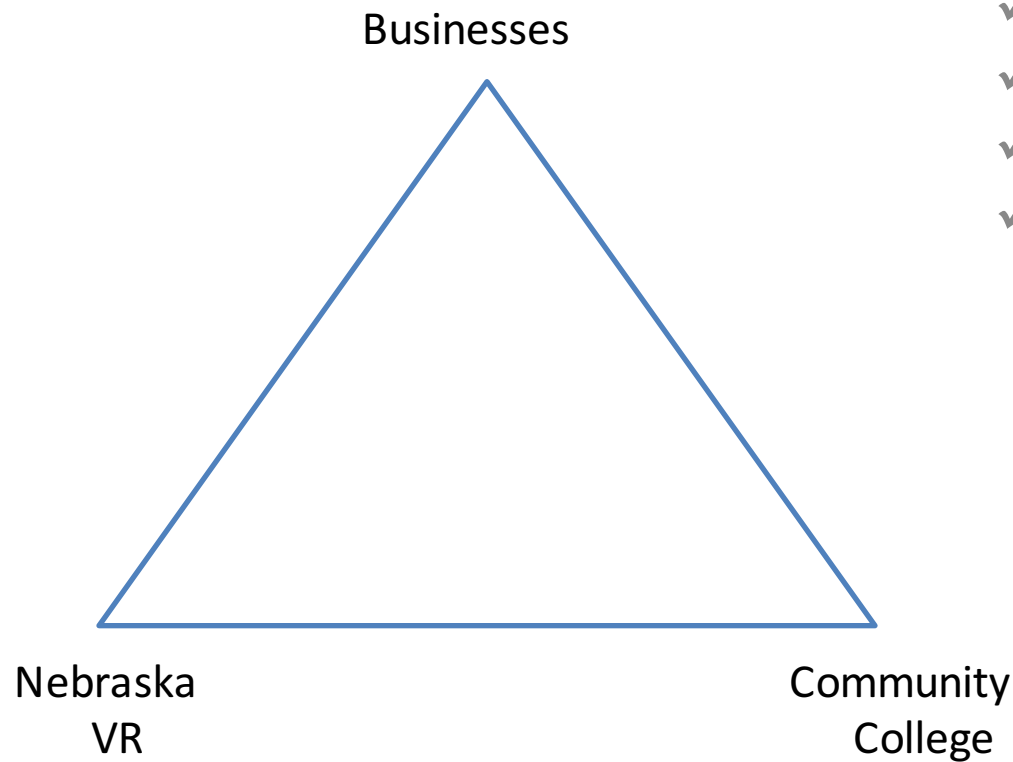


Certificate Training Programs

Nebraska VR



Model



- ✓ Business Led
- ✓ Single Point of Entry
- ✓ Shared Investment
- ✓ Training
- ✓ Onsite Support



STEPS

- ✓ Initial outreach to VR teams
- ✓ Connect with businesses
- ✓ Link to Community College
- ✓ Bring partners together
- ✓ Orientation/Information Night
- ✓ Interviews
- ✓ Training begins



CLASSES

- ✓ 6-12 students depending on program
- ✓ ½ day in class from M-F
- ✓ ½ day at internship site from M-F
- ✓ Certificate achieved upon successful completion
- ✓ 60-70% become employed at a participating site

TRAINING

- ✓ Job seeking skills (interviewing)
- ✓ Soft skills
- ✓ Technical skills
- ✓ Coordination between VR and Community College
- ✓ Feedback from business partners



VR INVOLVEMENT

- ✓ Coordinate the collaboration
- ✓ Identify the potential students
- ✓ Provide or supplement soft skills training
- ✓ Facilitate business involvement with students
- ✓ Ongoing contact with businesses to provide support
- ✓ Arrange for job coaching if necessary
- ✓ Follow up to place with other employers if student is not hired at a participating business

CURRENT PROGRAMS

- ✓ Welding
- ✓ Electrical
- ✓ Automotive Technician
- ✓ HVAC



BENEFITS REPORTED BY BUSINESSES

- ✓ Reduced turnover
- ✓ Onsite support
- ✓ Getting properly trained workers to their specifications
- ✓ Financial savings (recruitment, hiring, retention)
- ✓ Diversity

BENEFITS TO THE STUDENT

- ✓ Learning usable work skills
- ✓ Immersed in work culture
- ✓ Hands on learning
- ✓ Learning from mistakes prior to employment



Learn More About Nebraska VR Certificate Programs

- http://www.vr.ne.gov/partners/certificate_programs.html





Find Nebraska VR on Social Media



Contact Information

Patricia Maguire

Senior Program
Manager, Jobs for the
Future

pmaguire@jff.org

Lindy Foley

Employment Services
Program Director,
Nebraska VR

lindy.foley@nebraska.gov

