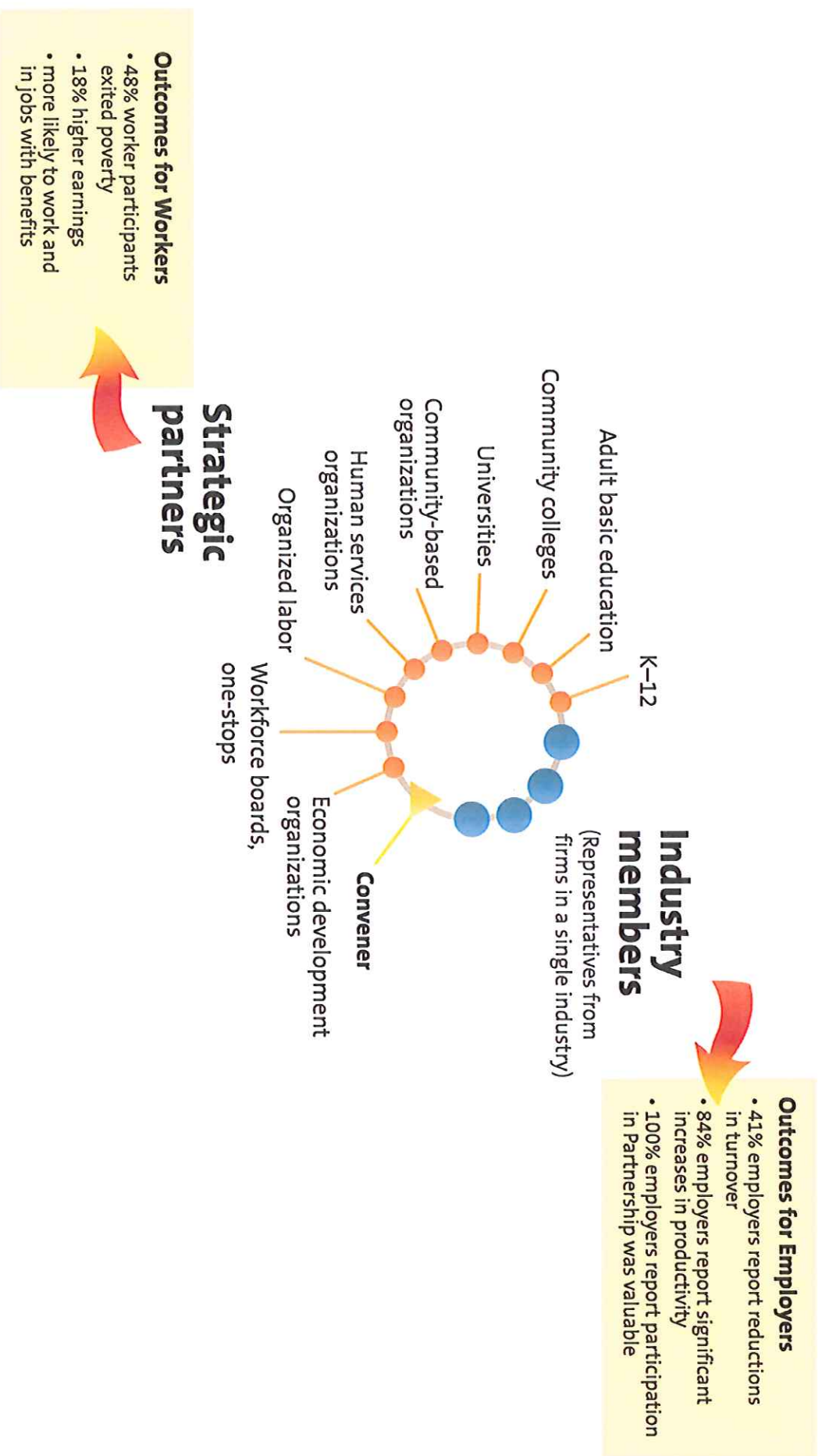


## WHAT ARE SECTOR PARTNERSHIPS?

At the regional labor market level, a partnership of employers within one industry sector or cluster that work closely with government, education and training, economic development, labor and community organizations to focus on the workforce and other competitiveness needs of their industry. These regional partnerships may or may not have support from the state and/or federal level.

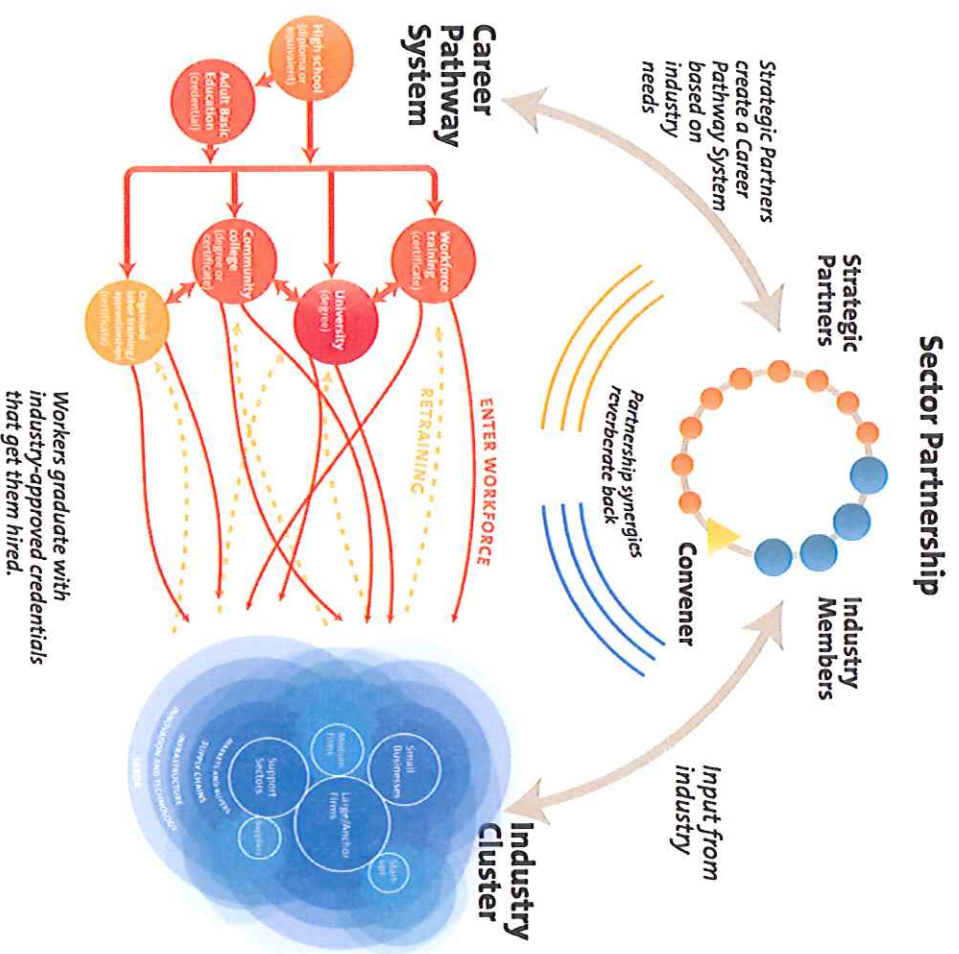
# Sector Partnership

The partnership addresses common needs of employers and generates coordinated solutions that benefit workers.



## Sector Partnerships: The Keystone to Connecting Career Pathways to Industry Cluster Growth

Sector Partnerships align education and training programs with industry needs to produce readily employable workers.



# WHAT CAN RESULT FROM A SECTOR PARTNERSHIP?

## Education & Training

- Definition and resolution of key human capital issues
- Short term training (skills, licences, etc.)
- Consortia training
- Incumbent worker training (skills, safety, management, other)
- Long term training and education programs (including career pathways)
- Entry-level skills development
- Work Readiness programs (basic, soft)
- Work experience/internships (esp. Youth)
- Apprenticeships

## Non-Training

- Work reorganization (org charts, advancement, hiring planning, etc)
- Improved HR practices
- 3rd party screening/assessment

Hire local campaigns (industry driven)

Resolved retention issues

Aligning job descriptions with actual KSAs

Career awareness campaigns (esp. Youth)

## ECONOMIC DEVELOPMENT SOLUTIONS

Company to company networking

Shared marketing and branding of region and industry

Supply chain mapping – local suppliers

Shared costs related to transportation of materials and products

High skilled worker recruitment/Spouse support programs

Shared community improvement efforts

Industry associations (if they don't exist)

... and more.

# WHAT WORKS WELL (AND NOT SO WELL)

<b>Clusters of companies</b>	<b>Individual firms</b>
<b>Employers as partners</b>	<b>Employers as customers</b>
<b>Industry-driven</b>	<b>System- or institution-driven</b>
<b>Regionally-based</b>	<b>Statewide top-down or too local</b>
<b>Existing industry strength or emerging specialty</b>	<b>Wishful thinking</b>
<b>Industry competitiveness/growth</b>	<b>Workforce only</b>
<b>Opportunity-focused</b>	<b>Problem-driven</b>
<b>Employer priorities first</b>	<b>Target populations first</b>
<b>Champion-driven</b>	<b>Representation-oriented</b>
<b>Coalitions of the willing</b>	<b>The futile search for consensus</b>
<b>People and relationships</b>	<b>Organizations and jurisdictions</b>
<b>A disciplined, replicable process</b>	<b>A mysterious, unique occurrence</b>

## MAKING INFORMED CHOICES CANDIDATES FOR NEXT GENERATION SECTOR PARTNERSHIPS

**What sectors** do you think are prime candidates for launching a new or expanding an existing sector partnership? Why are they good candidates?

**What more information** do you need to choose?

