

# 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](http://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**

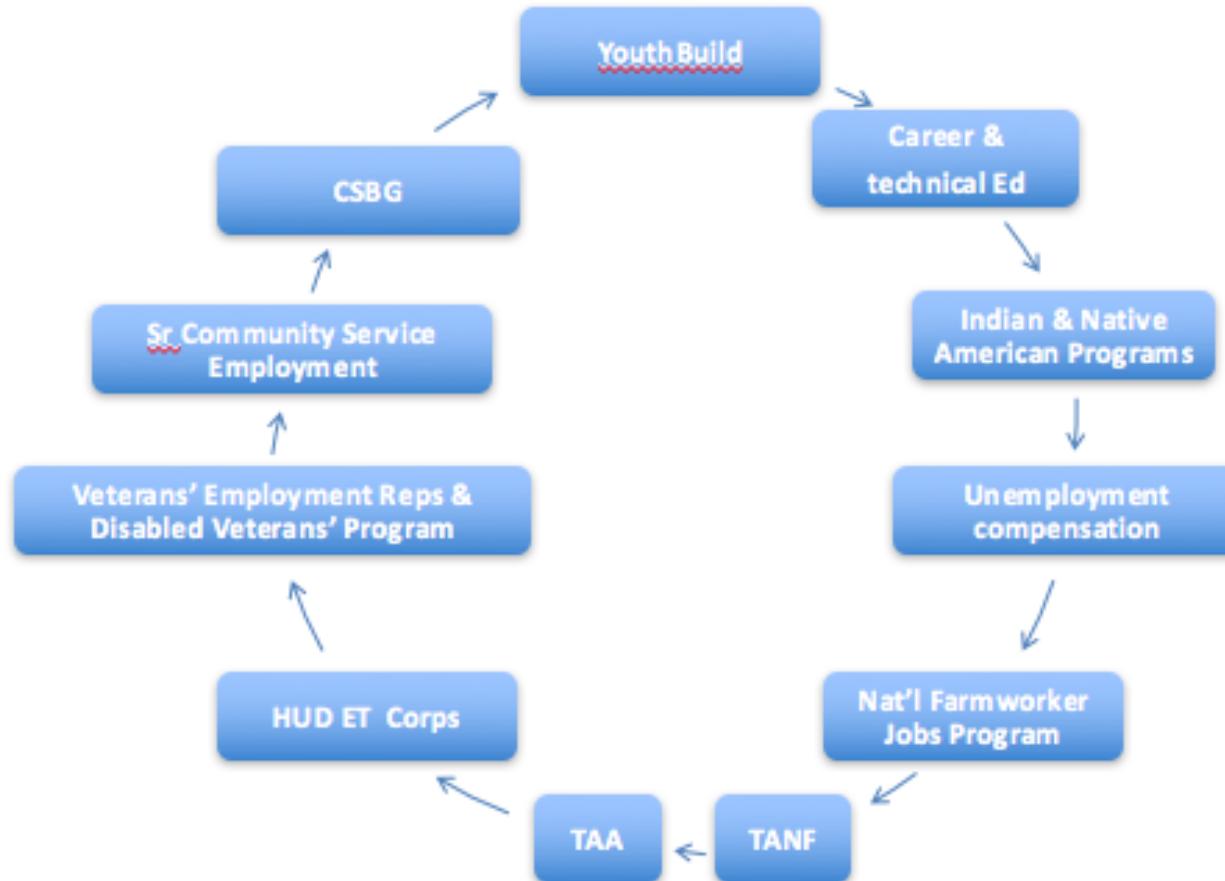
# What is a Sector Strategy?



# CO Regional Sector Partnership Convenor Training Workbook



# WIOA & Required Partners



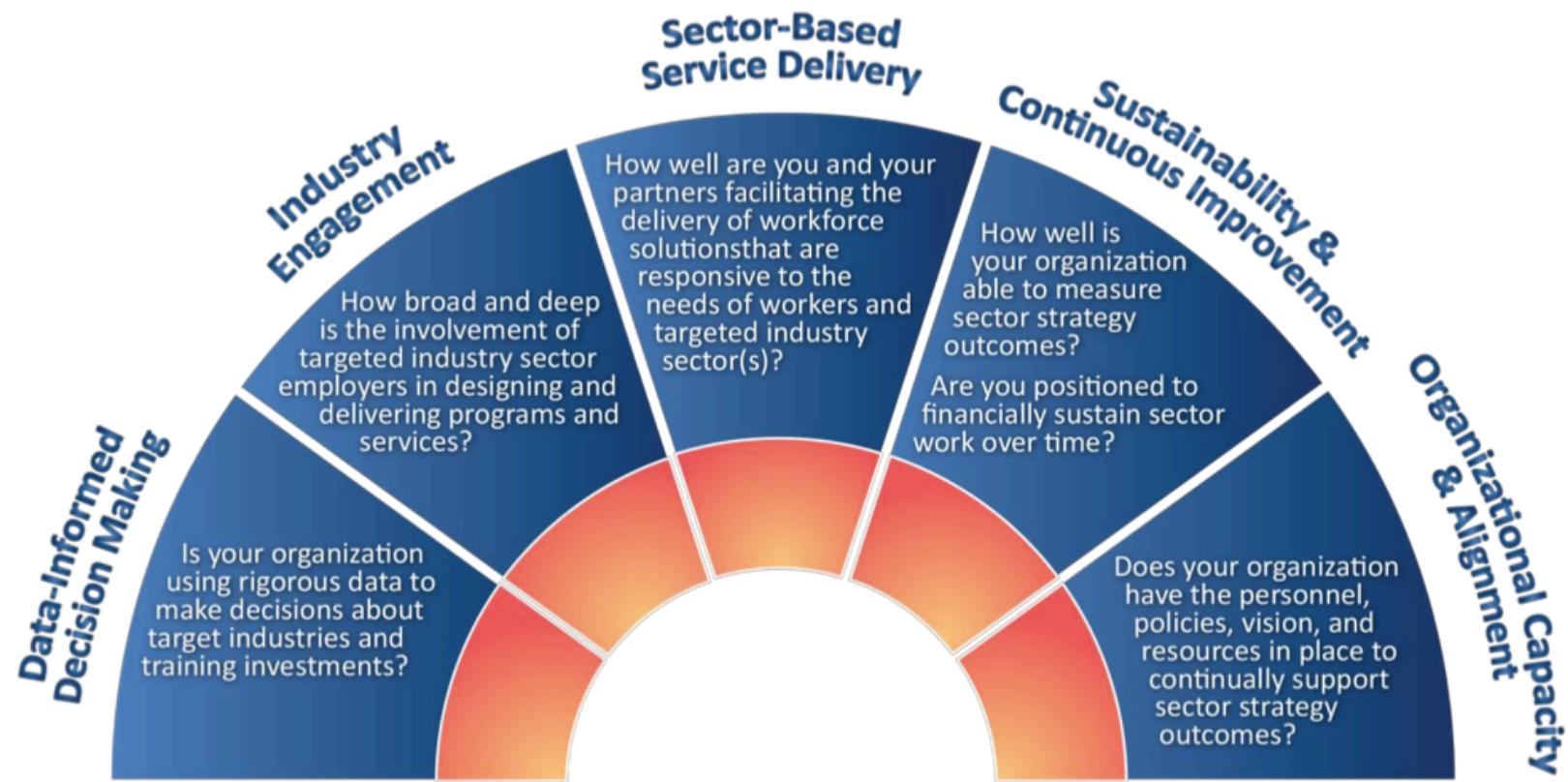
# ETA Sector Strategies Initiative

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.workforcegps.org/>



# ETA Sector Strategies Framework & Organizational Self-Assessment



# JFF Guide to Engaging Employers

**Figure 1. Ladder of Employer Engagement**

	New Relationship	Working Relationship	Strategic Partnership		
	Level I	Level II	Level III	Level IV	Level V
<b>Key employer role</b>	Advising	Capacity-building	Co-designing	Convening	Leading
<b>Stage of relationship</b>	Initial contact / new relationship	Establishing trust and credibility	Working relationship	Trusted provider and collaborator	Full strategic partner
<b>Activity examples</b>	Discuss hiring needs, skills, competencies; advise on curricula; contract training; hire graduates	Job site tours; speakers; mock interviews; internships; needs assessment; loan/ donate equipment; recruiting	Curriculum and pathway development; adjunct faculty and preceptors	College-employer sectoral partnerships	Multi-employer / multi-college partnerships

# 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

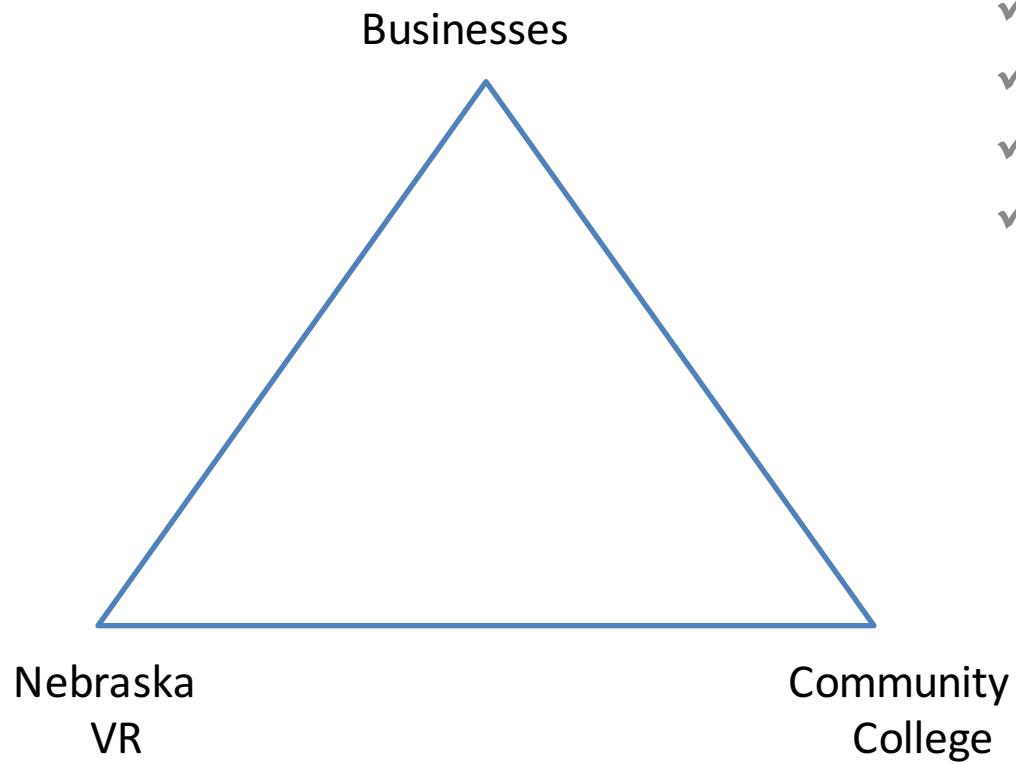


# Certificate Training Programs

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
- ✓  $\frac{1}{2}$  day in class from M-F
- ✓  $\frac{1}{2}$  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](http://www.vr.ne.gov/partners/certificate_programs.html)





Find Nebraska VR on Social Media



# Contact Information

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