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

Core Session 1

September 27, 2016
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)
- 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 WANT TO TALK ABOUT TODAY

Diagram:
- Employers
- Workforce System
- Economic Development
- Labor Organizations
- Local Education (K-12)
- Community Organizations
- Foundations
- Community Colleges
- State Apprenticeship Agencies
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!
MEET THEIR NEEDS - KRISTINA PAYNE
DO YOU KNOW HOW TO TALK THEIR LANGUAGE?
PROGRESS through PROFESSIONAL DEVELOPMENT

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
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?
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?
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/up-skilling 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.
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!
**RESOURCES**

- **BUSINESS ENGAGEMENT COLLABORATIVE COMMUNITY OF PRACTICE**
  https://businessengagement.workforcegps.org/

- **BUSINESS OUTREACH FACT SHEET**

- **APPRENTICEUSA TOOLKIT**
  www.dol.gov/apprenticeship/toolkit.htm

- **GUIDE FOR BUSINESS SERVICE REPRESENTATIVES**
Diane Walton
Project Lead
USDOL ETA Region 6

Walton.Diane@dol.gov
Thank You