SMALL GROUP COACHING CALL: “EFFECTIVE PARTNERSHIPS”

September 22, 2016
(1-2pm ET)

Facilitator:
Kisha Toppin, TA Coach & Trainer
High Impact Partners, LLC
TODAY’S SESSION

- Keys for An Effective Partnership
- Partnering with Training Providers
  - Pearl Caeser/Project Quest (TX)
- Partnering with Employers
  - Miriam C. Laracuente /PR Techno Economic Corridor (PR)
- Cultivating Partnerships
  - Nancy Pierce/GCRTW (TX)
- Q & A
- Wrap Up
RTW PARTNERSHIPS FOR SUCCESS

• Referral Sources
• Supportive Service Agencies
• WIBS, One-Stops
• Educational Institutions
• Training Providers
• Employers
• Other
KEYS FOR AN EFFECTIVE PARTNERSHIP

- Have a Clear Vision
- Facilitate Joint-Planning
- Ensure On-going Communication and Updates
- Convey Expectations
- Clarify Goals and Responsibilities
- Share in Decision-Making
- Provide On-going Support
- Be Flexible
Sister Pearl Ceasar
Executive Director

“Effective Partnerships”
OVERVIEW

- Relationship with Training Providers
- Need for Cyber Jobs
- Partners for Initiative
- Tasks
- Timeline
- Lessons Learned
2013: Strategic planning session that Rackspace Open Cloud Academy attended

Relationship began based on common interests—have trained over 300 IT workers with them since then

Current grant grew out of partnership

Led to introduction of San Antonio IT world

Led to “standing” with IT employers
CURRENT STATE OF CYBERSECURITY JOBS

- Cyber Security job postings are growing and taking longer for employers

Market Overview: Cybersecurity Jobs

The Market for Cybersecurity Jobs Is Large and Growing
- In 2013, there were 209,749 postings for cybersecurity-related jobs nationally. Cybersecurity jobs account for nearly 10% of all IT jobs.
- Cybersecurity postings have grown 74% from 2007-2013. This growth rate is over 2x faster than all IT jobs.

Demand for Cybersecurity Talent Is Outstripping Supply
- Cybersecurity job postings took 24% longer to fill than all IT job postings and 36% longer than all job postings.
- The demand for cybersecurity talent appears to be outstripping supply. In the US, employers posted 50,000 jobs requesting CISSP, recruiting from a pool of only 60,000 CISSP holders.

Growth in Job Postings (2007-2013)
- All IT Postings: 33%
- Cybersecurity Postings: 74%

Posting Duration (2013)
- All IT Postings: 36 days
- Cybersecurity Postings: 45 days
PARTNERS TO MAKE IT HAPPEN

- Local Employers
- Texas Veterans Commission
- Coley & Associates
- Veterans Economic Communities Initiative
PARTNERS TO MAKE IT HAPPEN

Content & Facilitation
- Local Employers
- Coley & Associates
- Open Cloud Academy

Students
- Texas Veterans Commission
- Veterans Economic Communities Initiative
- Project Quest

Tuition
- Project Quest

Employer Partnerships
- Project Quest
- Texas Veterans Commission
- Veterans Economic Communities Initiative
COMMITTED EMPLOYERS

- Rackspace
  - Sponsoring 5 Veterans

- Accenture
  - Sponsoring 2 Veterans

- Webhead
  - Sponsoring 2 Veterans

- IP Secure
  - Sponsoring 5 Veterans

- USAA
  - Sponsoring 1 Veteran

- CPS Energy
  - Sponsoring 1 Veteran

- DEF-LOGIX, inc.
  - Sponsoring 1 Veteran

- VIA
  - Sponsoring 1 Veteran
LESSONS LEARNED

- Be curious about trainings offered by industry
- Continuously evaluate progress: behind enrollments and needed to add another career track
- Engage employers around their needs; research job openings in are based on these conversations
- Build on strength of grant- money for recruitment, training, internships, and placements.
Miriam C. Laracuente (Lara) Grant Director

“PRTEC’s Approach to Employer Engagement”
OUTREACH AND RECRUITMENT STRATEGIES TO EMPLOYERS

- PRTEC Network & Events
- PRTEC’s Website and Social Media Pages (FB, LI)
- RtW Events - Welcome to RTW and Participant Achievement Days events
- Press Conferences and Press Releases
- Job Fairs, Job Ads - Who’s recruiting
- Free Classified Ads, Public Service,
- RtW Employer Flyer (digital and paper distribution)
- Word of Mouth Recommendations
DEVELOPING AND SUPPORTING PARTNERSHIPS WITH EMPLOYERS

- Capitalize on PRTEC’s 15 year relationship with local employers and entrepreneurs
- Establishment of Grant Team Subcommittees
- Frequent meeting cycle @ PSP facilities – They are our Hosts!
- Meeting minutes, including full meeting materials (presentations, etc.) to facilitate absent PSP’s to keep up with the program
- Grant news, status reports
- Win-Win Approach is the base of the grant + Communication, communication, communication
INDUSTRY SPECIFIC ACTIVITIES

- Introduction of RTW to PRTEC Managed/Influenced Cluster Meetings (Medical Devices & Aerospace/IT)
- Joining/Developing/Connecting with professional associations that promote the development of skills/knowledge employers seek
PARTNERING WITH EMPLOYERS TO DESIGN TRAINING PROGRAM THAT ALIGN WITH EMPLOYER NEEDS

- Introducing PSP’s to Training Providers since grant beginnings for them to develop a relationship with each (Academia, particularly)

- Frequent Recruitment Needs Assessment Exercises (Surveys, Meetings, Questions on how training trends apply to them)

- Inclusion on Request for Proposal development exercises (for training providers)
CHALLENGE WITH EMPLOYER & RESOLUTION

Telemedik Case:
Remote Customer Health Services Provider

Challenge: Getting Telemedik engaged after they showed interest in the program in its earliest stages.

Solution: Two years of relentless communication on RtW events. Customized communications that emphasize specific benefits for Telemedik, information on resources available through our Regional Talent Pool (RTP) (i.e. RN’s in the numbers they needed).

Result: Signed MOU and their first OJT event is currently in progress.
CULTIVATE PARTNERSHIPS FOR SUSTAINABILITY - N.PIERCE/SJCCD

- Continuing & Professional Development Department – Workforce Training and Employer Engagement
- Advisory Committees – Employer Involvement
- Collaboration with community partners
  - Workforce Solutions (one stop shop), United Way,
  - Good Will, Local Chambers,
  - Churches, Between Job Ministries,
  - Veteran Organizations, Neighborhood Centers
- Continue partnerships with those on previous grants
ADDITIONAL DISCUSSION
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H-1B RTW TECHNICAL ASSISTANCE

LinkedIn Platform

Have you joined our LinkedIn page yet?

- https://www.linkedin.com/groups/H-1B-Ready-Work-RTW-7018078/about

H-1B Ready to Work Community of Practice

- https://etagrantees.workforce3one.org/page/resources/1001432150333279972

2016 Technical Assistance

- Case Study on UI Partnerships

- LTU SME Webinar Series: Re-engaging Older and Discouraged Workers Back into the Workforce Webinar on October 6th and Roundtable Discussion on October 7th
WE NEED YOUR FEEDBACK!

Thank you for participating in the H-1B Ready to Work (RTW) Small Group Coaching: Effective Partnerships WebEx!

- Following this Small Group Activity a feedback tool will pop up asking for your feedback on today's Small Group Activity.
- Please take a minute to complete this brief feedback tool regarding today's WebEx. The input you provide will help us better the delivery of future webinars and create technical assistance meaningful for your work.
DOL CONTACTS

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Your Federal Project Officer, DOL National Office and Technical Assistance Providers Ready to Work Grantee Mailbox

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