

# Sector Partnerships in Iowa

## The Great Opportunity to Bring People to the Table

### WHY ARE SECTOR PARTNERSHIPS NEEDED?

The Iowa Department of Education states in their *Sector Partnerships Toolkit 1.0: Planning*, that “sector partnerships are one of the most effective ways to align public and private resources.” These partnerships bring together key stakeholders within targeted industries to collaborate for solutions to meeting the labor market demands of the region through training and education, awareness, and workforce services and supports. These sector partnerships benefit both industry and workers by aligning these activities to ensure sustainable job placement through career pathways.

### WHO IS INVOLVED WITH A SECTOR PARTNERSHIP?

While led by business, sector partnerships encourage all stakeholders engaged in education, training and worker support within a sector to participate. These stakeholders may include:

- Businesses
- K-12 Education
- Higher Education
- Workforce Development
- Adult Basic Education
- Community-Based Organizations
- Others as Determined by Sector Partnership



Sector partnerships work to meet the skill, recruitment, and retention needs of employers and the training, employment, and career advancement needs of workers.

– Iowa Sector Partnerships Toolkit 1.0 Planning, 2016

### DIFFERENTIATING SECTOR PARTNERSHIPS AND ADVISORY BOARDS

|                   | Sector Partnerships   | Advisory Boards  |
|-------------------|---|--|
| <b>Autonomy</b>   | Autonomous, industry-driven affinity groups of diverse stakeholders. Sector partnerships are designed to be self-driven with support and coordination by a facilitator.   | Led by a community college program coordinator.  |
| <b>Focus</b>      | Charged with developing talent pipelines within a specific industry. Strategies can include developing and implementing career pathways, identifying gaps and duplication in support systems for potential and current workers, and using data to identify common needs and make data-driven decisions to align workforce strategies. | Charge is to provide input on new and existing curriculum and gather feedback on current skill needs in a specific industry. |
| <b>Membership</b> | Membership is industry driven and includes all stakeholders critical to the charge according to the identified needs of the partnership. Membership may cross geographic regions within the labor market area.  | Determined by the program coordinator and dependent on the scope of the advisory board’s charge.                             |

## WHAT DO SECTOR PARTNERSHIPS DO\*?

- Align education, training, and support services to the needs of employers in an industry sector
- Utilize a central facilitator and convener that sustains the energy of the group through structured dialogue, relationship development and maintenance, and issue management
- Begin and end as an employer-driven body
- Promote systemic change that benefits workers of all wages and skill levels, the industry, and the community at large
- Include the workforce system and partners as key stakeholders in the growth of sector partnerships and providing supports to the talent pipeline

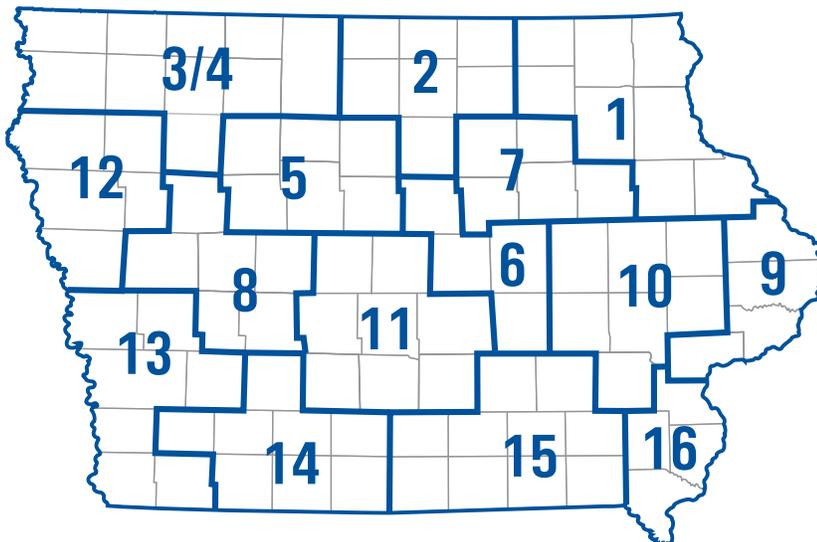
\*It is important to also designate what a sector partnership is not. Sector Partnerships are not existing advisory boards utilized by many entities to design or implement training and education programs. Sector Partnerships are stand-alone groups intentionally led by business to be most responsive to local business needs in the development and implementation of career pathways.

## WHAT IS THE PROCESS FOR DEVELOPING AND SUSTAINING A DYNAMIC SECTOR PARTNERSHIP?

- Identification of sectors based on cluster analysis and labor market intelligence
- Determination of geographic purview (sector partnerships are not limited by regions since sectors may cross boundaries)
- Identification of a convener and facilitator to engage partners early in the process and keep up forward progress over a long-term timeframe
- Determine the necessity of the partnership and establish the critical partners needed at the table
- Creating early ownership and buy-in for the partnership and set goals and accountability measures for the group
- On-going neutral and committed facilitation and staffing
- Data-driven decision-making led by industry and supported by engaged partners critical to the sector and geographic region

For more information visit <https://www.educateiowa.gov/adult-career-and-community-college/sector-partnerships>.

### Workforce Development Regions



### ABOUT AIWP

The Association of Iowa Workforce Partners (AIWP) is a statewide organization of regional Workforce Innovation and Opportunity Act partners that provide specialized workforce services to Iowans, including hard-to-place, at-risk, low-income adults, low-income youth, and dislocated and unemployed individuals. The mission of AIWP is to advance the quality and availability of workforce services in Iowa through education, advocacy, and professional development. AIWP members efficiently serve both jobseekers and employers through a regional system, matching Iowans with training and skills to meet the unique needs of local employers.