



THE FUTURE OF  
*Workforce Development*  
WHERE RESEARCH MEETS PRACTICE

**Session:**

Sectoral Approaches to Workforce Development

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# Industry Partnerships

A Presentation by Fred Dedrick, Executive Director,  
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The Future of Workforce Development  
The Federal Reserve Bank of Kansas City

# The Future of Workforce Development

- Deep knowledge of industry sectors
- Engaging employers
- Adding value to industry
- Creating an industry partnership
- Measuring impact
- Developing employer leaders

# Complexity of Modern Industry

- Global marketplace
- Technological change
- Business practices
- Logistics
- Safety
- Environment
- Federal and state laws, regs, practices
- Human resources

# Understanding an Industry

- Business press
- Academic research
- Trade association conferences
- Surveys
- Interviews
- Focus group
- Advisory committee
- Industry Partnerships

# What is an Industry Partnership?

- Employer centric
- Comfortable environment
- Asks the right questions
- Seeks interaction of employers
- Attempts to reach consensus
- Begins with something easy
- Generates an aggregated approach
- Employers select strategy

# What Makes a Great Industry Partnership?

- Moves from data to information to intelligence
- Moves from the specific to the general and back
- Employers learning from each other
- Employers want to return
- Measures impact
- Focuses on new challenges

# Partnership is Better than “Training Program”

- Industry intelligence provides clearer message to education/training providers
- Provides “real” time information
- Creates level of trust
- Career pathways can be more clearly defined
- Most firms care about their community
- Career coaching very important
- Case management improves outcomes

# What Good Industry Partnerships Produce

- Focused skills training
- Career coaching
- Valued training strategies
- Understanding of need to prepare workers to succeed at skills training
- Training programs must reflect work

# Value to Economic Development

- Deeper understanding of “now” and “tomorrow” of industry
- Companies speak highly of responsiveness to their needs
- Can lead to Centers of Excellence: a skills development pipeline
- Relative talent and experience is also a competitive advantage

# The National Fund for Workforce Solutions

- 30 Regional funder collaboratives
- 100 Workforce Partnerships
- Engagement with 3,000 employers
- Over 400 local funders raised \$160 million
- \$9.7 million from Social Innovation Fund
- Collaboratives focus strategies on a particular challenge that requires collective action

# Advantages to Collaborative Action

- Challenges community to better understand regional workforce challenges
- Creates need for a strategy
- Collective Action = Collective Ownership of Results
- Results lead to learning
- Learning leads to new action

# Thank You

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