



## MWCA Promising Practices

### SUBMISSION FORM

Region 3 Leadership and Planning Board,  
Central Minnesota Jobs and Training Services, Inc. (CMJTS) / Workforce Development Board,  
Stearns-Benton Employment & Training Council (SBETC) / Workforce Development Board

WDB Name/WDA \_\_\_\_\_

Barbara Chaffee, Chief Executive Officer  
Tammy Biery, Executive Director

Submitted by \_\_\_\_\_

**Attach a description (no more than two pages) describing the innovative practice.  
Please address the following points:**

- Overview describing the innovative practice
- Jobseeker impact (ie: benefits, outcomes for jobseekers)
- Employer/Community impact (ie: benefits, outcomes for non-jobseekers)
- Identification of those involved, including collaborators
- Leveraging/alignment of outside resources
- Ideas for replication/lessons learned

Information can be mailed, faxed or e-mailed to:

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***DUE DATE: FRIDAY JULY 28, 2017***

Criteria for Selection of Outstanding Practices	Maximum Points
Overview describing the innovative best practice	20
Jobseeker impact (ie: benefits, outcomes for jobseekers)	20
Employer/Community impact (ie: benefits, outcomes for non-jobseekers)	20
Identification of those involved, including collaborators	15
Leveraging/alignment of outside resources	15
Ability for use or replication by others	10

Program/Initiative Title: Region 3 Sector Strategies  
WDA Name: Workforce Development Areas 5 and 17, Region 3

### Overview describing the innovative practice

Many employers in Region 3 report difficulties finding the right workers to fill their openings. Engaging businesses in sector partnerships will help them gain support to find employees with the skills and experiences their businesses need. To address this, Region 3 Leadership and Planning Board (R3LPB), including Central Minnesota Jobs and Training Services, Inc. and Stearns-Benton Employment & Training Council, developed a logic model to guide performance measurements of the efforts being made to advance sector strategies in Region 3. The *Minnesota Sector Strategies Final Recommendations Report*, submitted by Maher & Maher, recognizes this model created by R3LPB to measure its sector partnership work. (See attachment.)

The R3LPB sector partnership framework is designed to answer the basic question, "How are we doing?", as it relates to a better understanding of the impact R3LPB Sector Partnership (SP) work is having on businesses, workers, and communities within the region. While this framework will eventually be used to measure all of Region 3's sector partnership work, the immediate focus is in the target sectors of manufacturing and healthcare where regional sector partnerships already exist. With this model, employers work together with stakeholders including education and training, economic development, community-based organizations, and local workforce development boards to create plans to address skills needs. A perfect example of sector partnership work in Region 3 is that of the Central Minnesota Manufacturers Association (CMMA), which exists for the primary purpose of contributing to the growth and success of manufacturers. Region 3 will use the CMMA model as our benchmark.

The quest for high performance in public sector programs is not new. Performance management is regularly used to measure and improve productivity within our programs and services. Systematic quantitative or qualitative assessments will be completed through an annual survey to be completed by sector partnership members, through general tracking of demographics, and via the Workforce Innovation and Opportunity Act (WIOA) performance measures already being collected. Over time, data will reflect the impact sector partnership work is having on the region, how well sector partnerships are performing, and the effects of their activities. The information will be used for several purposes, including continuous improvement of sector partnership work, program development, grant proposal writing, and marketing that engages more employers.

### Jobseeker impact (ie: benefits, outcomes for jobseekers)

- Increased jobseeker awareness of training and education programs available that meets industry needs.
- Additional advancement opportunities for workers as a result of new skills acquisition.

### Employer/Community impact (ie: benefits, outcomes for non-jobseekers)

- Businesses are supported in training employees who meet their skill and experience needs.
- New recruitment practices are implemented by businesses.
- Increased collaboration for talent development exists between partnership members.
- Business productivity increases as a result of participation in sector partnership collaboration.

### Identification of those involved, including collaborators

Central Minnesota Jobs and Training Services, Inc.  
Central Minnesota Workforce Development Board

Stearns-Benton Employment & Training Council  
Region 3 Leadership and Planning Board  
WorkForce Center Partners  
Sector Partnership Stakeholders

### **Leveraging/alignment of outside resources**

Successful sector partnerships rely heavily on the stakeholders and partners involved. Their commitment of time, expertise, and leveraging of each organizations' funds is critical. For example, CMMA has been able to sustain their sector partnership through annual membership dues and meeting attendance fees.

### **Ideas for replication/lessons learned**

The work completed by the R3LPB and the report provided by Maher and Maher is available to other sector partnership groups or boards who wish to replicate these efforts. Early engagement of partners and stakeholders is a best practice in sector partnership development. Engaged partnership members have the opportunity to assist in defining the goals of the sector work and their roles within the partnership.

