

Moving Toward Self-Sufficiency

Preparing Mississippi's Workforce

Presentation for

Reaching for Prosperity:

Creating Equitable Solutions for Mississippi's Working Families

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National Network of Sector Partners



Who We Are

- **Insight Center for Community Economic Development**

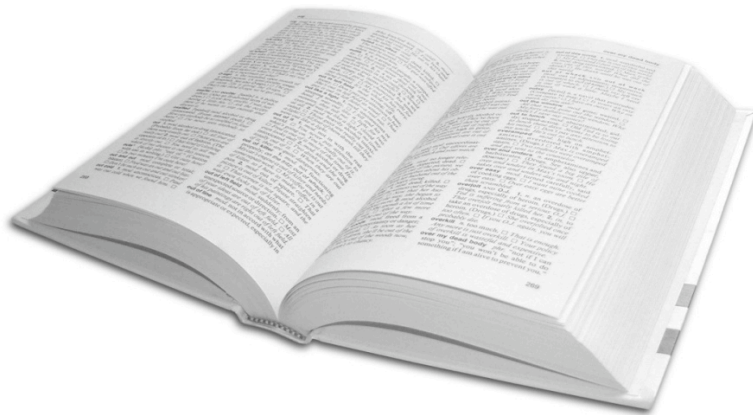
- National, nonprofit, research and consulting organization formed in 1969.
- Mission: Helping people and communities become, and remain, economically secure.

- **National Network of Sector Partners**

- Initiative of the Insight Center for Community Economic Development.
- Membership organization of sector initiatives and their supporters, formed in 1999.
- Mission: to encourage the use and effectiveness of sector initiatives as valuable tools for enhancing employment and economic development opportunities for low-income individuals, industries, and communities.

What is a Sector Initiative?

Industry-specific, regional partnerships that address employers' human resource needs and workers' needs for good jobs



They connect and align workforce development, economic development, education, human services, etc.

They target public resources very effectively

They produce programmatic results and systems changes

Sector Initiatives' Impact

Self-Sufficiency for Workers

- Sector initiatives most effective workforce development approach

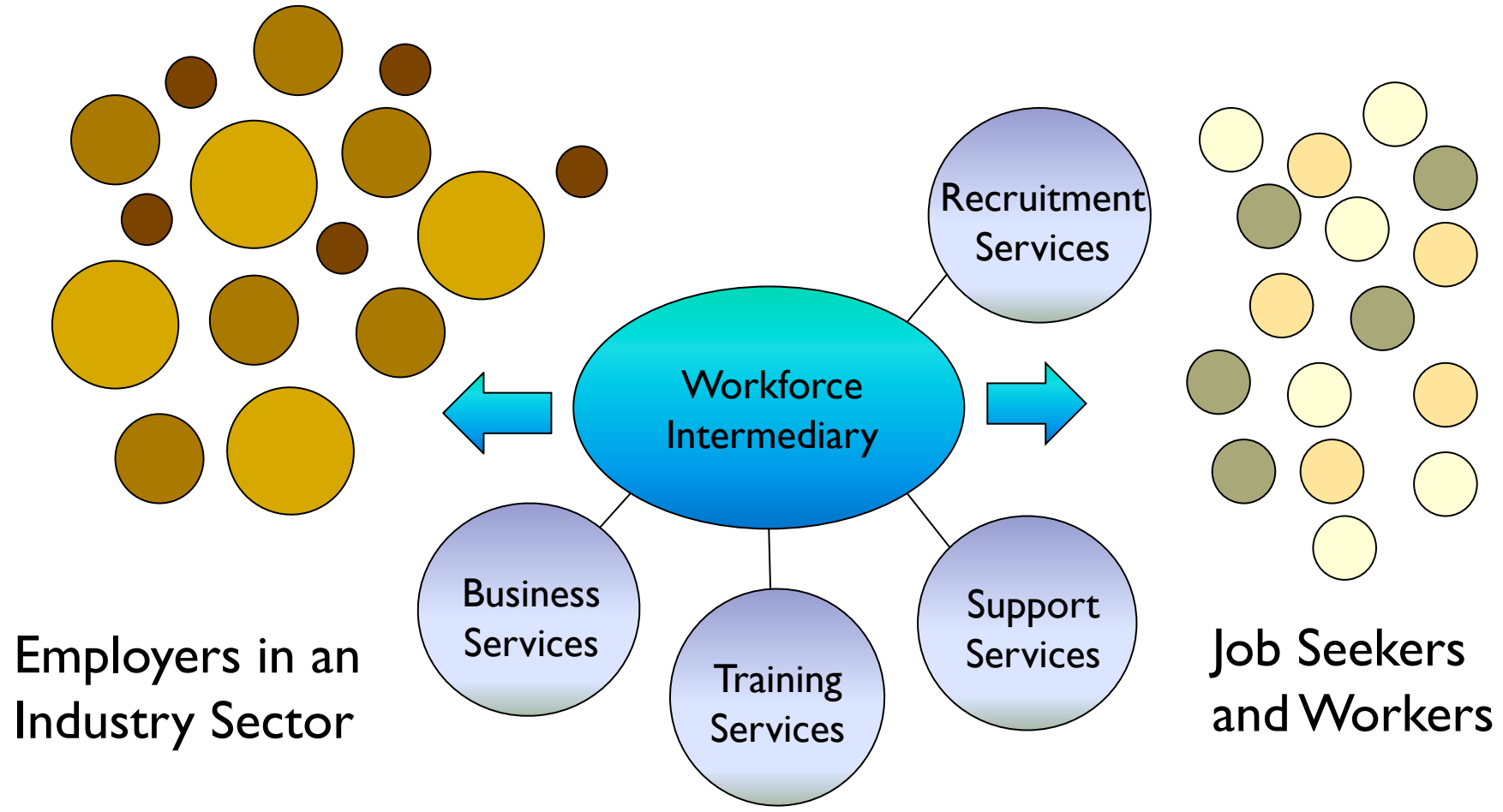
Better Workforce for Employers

- Sector initiatives help with hiring, retention, promotions, and skill development pipelines

Systems Change

- Better policy
- Better job training and support services
- Better industry practices

Sector Initiatives are Partnerships



Strategic Goals Sector Initiatives Support

1. Increase access to good jobs
2. Improve job quality
3. Create good jobs

Sector Initiatives: Structure

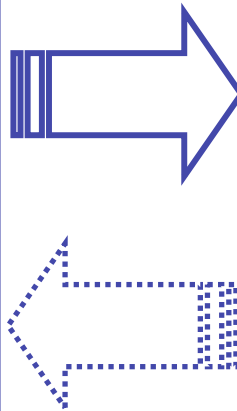
Focus:

An Industry Sector within a Regional Labor Market

Management by a Workforce Intermediary
Services Delivered by Partner Organizations

Design/Development

- Convene partnership
- Conduct research
- Target occupations
- Design services
- Determine new needs
- Obtain start-up resources



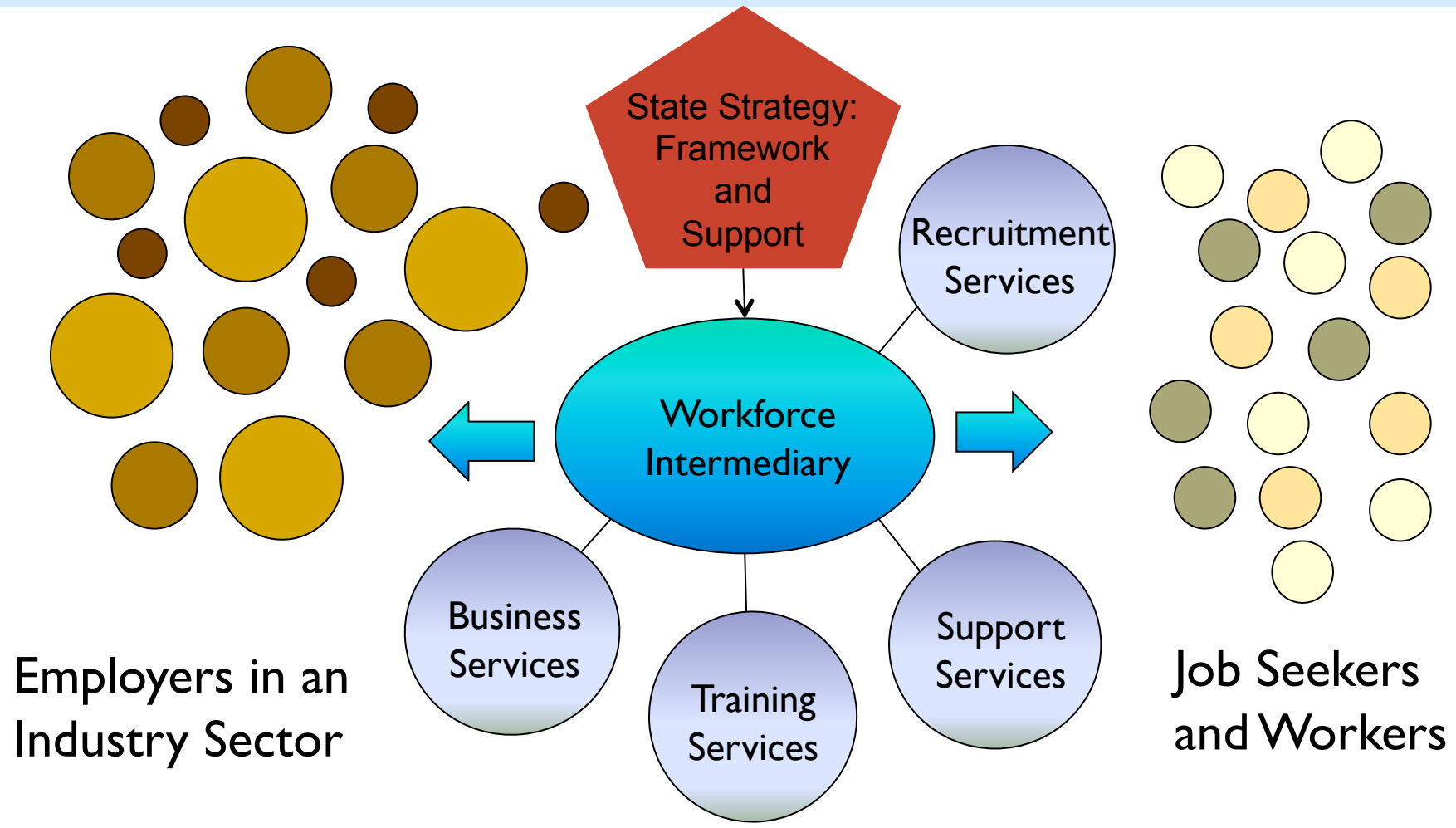
Operations

- Provide programmatic services to workers and employers
- Coordinate activities to produce outcomes
- Obtain resources for sustainability and expansion
- Bring about system change

Sector Initiative Characteristics

1. Focus intensively on an industry within a regional labor market, and multiple employers in the industry, over a sustained period of time
2. Are led by a workforce intermediary with credibility in the industry
3. Create new pathways for low wage workers into the industry, and up to good jobs and careers
4. Achieve systemic changes that are “win-win” for employers, workers, and the community.

State Policy Important to Sector Initiatives



State Sector Strategies' Support for Sector Initiatives

Common elements across states:

1. Engaged leadership
2. Co-created core principles (policy framework)
3. Promotion of regionalism
4. Strategic use of funding
5. Data-driven decision making
6. Alignment of public resources and strategies
7. Capacity building
8. Promotion and positioning
9. Evaluation
10. Legislation

Pathways to Good Jobs and Careers

Career Pathways often a component of sector initiatives

- Designed to support work and learning
- Focused on developing skills and credentials that lead to hiring and promotions
- Bring together adult education, on-the-job learning, adult education, etc.