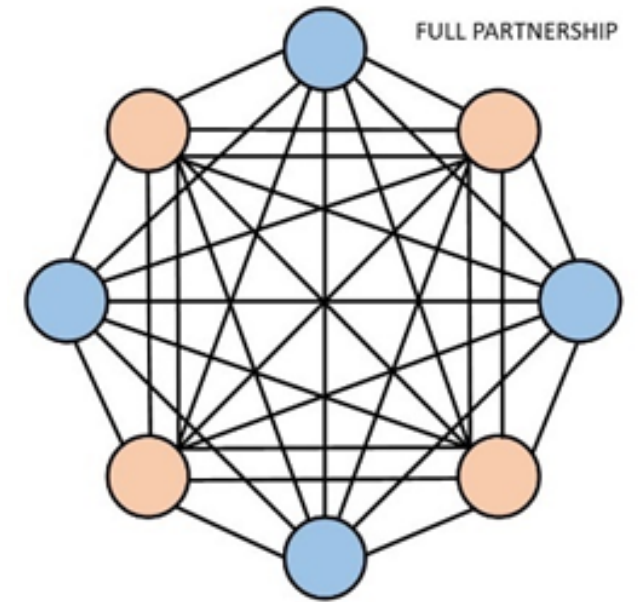
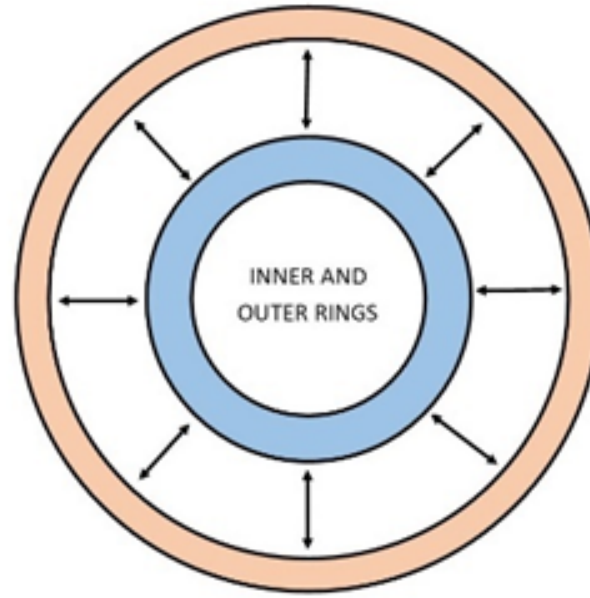
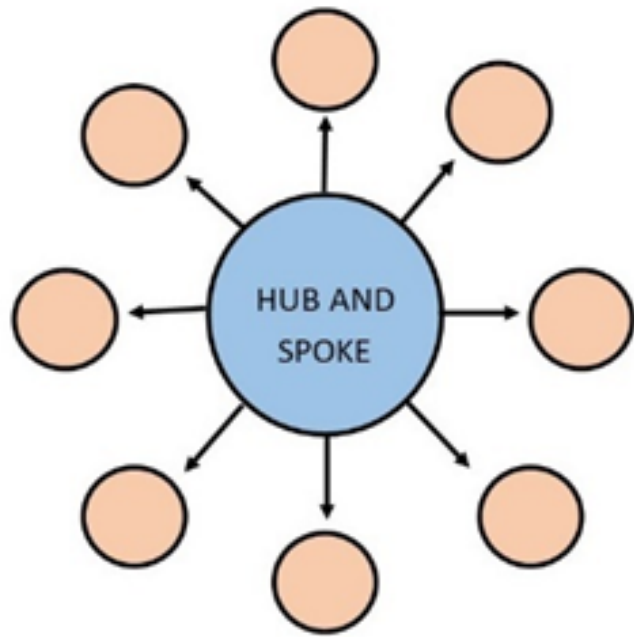


A large blue and white ship, possibly a ferry or cargo ship, is docked at a pier. In the foreground, a smaller yellow boat with "Maine Maritime Academy" written on its side is also docked. The scene is set on a body of water under a cloudy sky. The text "INDUSTRY PARTNERSHIPS" is overlaid in a white, italicized serif font across the center of the image.

INDUSTRY PARTNERSHIPS

DEFINITION

Industry (or sector) Partnerships are regional partnerships of leaders from businesses, government agencies, educational providers, labor unions, non-profits, community organizations, and other entities engaged in the specific, targeted industry. Their purpose is to work collaboratively to address workforce needs, as well as other issues that support growth in the industry, such as funding, innovation, regulation , and continuing education.



PARTNERSHIP STRUCTURES

POTENTIAL OUTPUTS

- Outputs come in many forms, based on the sector and state needs, but the most common are:
 - Creation of new trainings to bring new workers into the sector
 - Creation of upskilling trainings /growth opportunities for incumbent workers
 - Increased job openings or decrease in unfilled roles
 - Increased capability of employers to meet business needs
 - Increased public awareness of sector and career paths
 - Increased financial investment across the sector

SAMPLE PROJECT PLAN

A new partnership is created to address a regional shortage of workers in advanced manufacturing. The partnership might consider the following plan, which has three stages – emerging, active, advanced.

- **Emerging stage** – Early indicators of partnership success, such as creation of a road map or plan for the partnership and in the initial engagement of partners, especially from industry.
- **Active stage** - Outputs from the work of the partnership, such as the development of skills standards, the launch of career awareness campaigns, the creation of and/or marketing of training programs for groups of employers, the launch of industry-driven networking systems, and a commitment to tackling industry issues collaboratively.
- **Advanced stage** - Measuring and communicating the impact of the work the partnership has done and designing the plan to expand that impact. Impacts could include increased employment for job seekers, upskilling and advancement for incumbent workers, reduction of vacancy rates and a reduction in time to hire for employers, job creation (ideally at scale), savings to public programs, and increased financial investment in the partnership itself.

MY ROLE

Support existing sector partnerships

Help new partnerships stand up

Create resources for all partnerships

Aid in capacity building

Find and share funding resources

Connect partnerships across sectors to share best practices and expanding access to larger funding opportunities

How do I do all of that at scale?!

RESOURCE CREATION

- Toolkit
- Metrics guidance
- Grant application templates (workforce housing example)
- Training series

CAPACITY BUILDING

- Collaborative
- Strategic networking
- Internship program
- Aggregate pursuing funding to garner larger awards
- Centralized communications

TRAINING SERIES PROCESS

Began with needs assessment

Identified highest need skills we could address

Built webinar series to include high need skills and build in experience sharing across industries

Recording webinars to begin building a library of trainings

Supplemented above with two-day, in-person Design Thinking workshop + living lab environment

Ended up being a capacity building tool, as well

SERIES CONTENT

- Needs Evaluation and Project Identification
- Scoping Projects
- Grant Writing
- Data Collection Techniques and Strategies
- Three Round Tables with 6 current partnerships (lessons learned, metrics and tracking, and managing partners)
- Report out from Clean Energy Partnership
- Design Thinking Workshop
- [State Workforce Board: Sector Partnerships Training Series](#)

LESSONS LEARNED

- Start with meaningful research on industry partnerships – structures and functions, deep sector knowledge
- Tie to state infrastructure / resources for early successes – 10-year state economic plan was our focus
- Money and Metrics are the biggest needs for partnerships
- Next year plan to offer hands-on trainings in data collection and analysis with quarterly follow-up support sessions
- High value in recording the trainings, as well as offering live virtual and in person
- See a growing case for states to lead application processes for large grants to support sector partnerships
- See a growing case for states to offer centralized communications around sector partnership success

A close-up photograph of a person's hands, wearing blue nitrile gloves, holding a large, dark brown crayfish. The crayfish is being held over a metal tray that contains several other crayfish. The background is slightly blurred, showing a white surface and a metal tray. The text "DEBRIEF AND QUESTIONS" is overlaid in the center of the image in a white, italicized serif font.

DEBRIEF AND QUESTIONS



THANK YOU

- Molly Thompson
- Molly.thompson@maine.gov
- Mobile: 971-275-3302
- [Molly \(Weller\) Thompson | LinkedIn](#)