



ARRA GRANTEES TECHNICAL ASSISTANCE PARTNERSHIP:

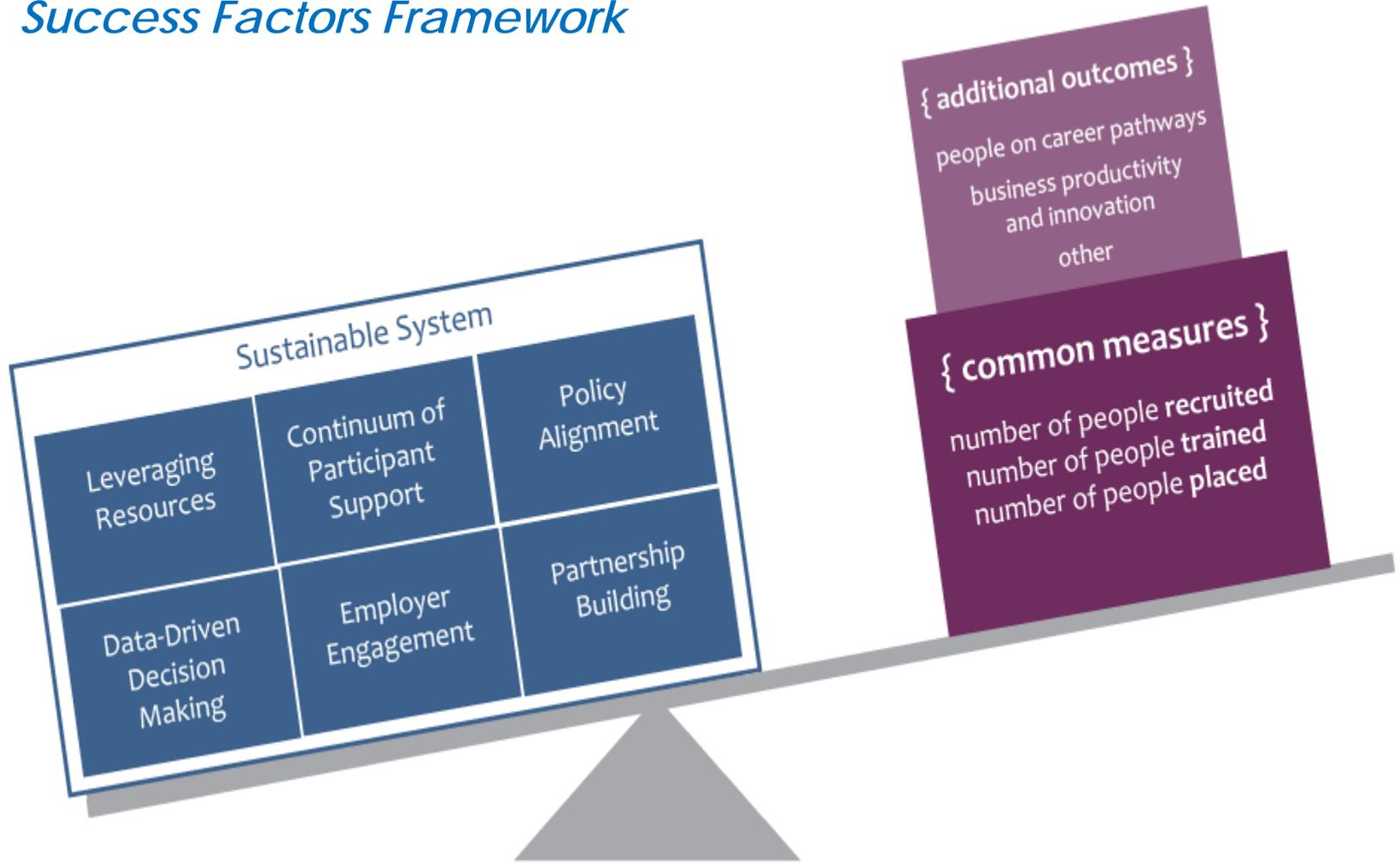
NGA Center for Best Practices
Collaborative Economics, Inc.
Corporation for a Skilled Workforce

Strategy Planning: Creating your Roadmap to Success

Region 3- Atlanta

April 26, 2011

Success Factors Framework



ROADMAP TO SUCCESS

SUMMARY DASHBOARD: 7 SUCCESS FACTORS & 6 STAGES

This page is provided for your Team to use in summarizing the current stage of development across the seven success factors. What follows is a one-page description of each of the success factors. Your Team can review the following pages, assess the current stage of development for each factor, and record the information here as a quick reference. In addition, on the following pages, you will have the opportunity to describe your current approach to each success factor, and to identify specific strategies about which you would like to learn more.

7 FACTORS	Data-Driven Decision Making	Employer Engagement	Partnership Building	Leveraging Resources	Continuum of Participant Support	Policy Alignment	Sustainable Systems Change
6 STAGES							
0: Not a Priority							
1: Recognizing the Need							
2: Making Specific Plans							
3: Implementing Specific Strategies							
4: Pursuing a Comprehensive Approach							
5: Adopting a Sustainable Model							
We are interested in learning more about strategies in the following success factor areas:							
We have Promising Practices to share in the following success factor areas:							
Which methods of technical assistance would be most helpful to you? (circle/underline all that apply)	Webinars on critical topics	Institutes and large grantee conferences	Individual site visits	Direct conversations/ phone calls with TA providers	Direct conversations/ phone calls with peer grantees, either one- one or in a learning network	Electronic Resources: Community of Practice	Other: _____ _____ _____

EMPLOYER ENGAGEMENT

Engage employers in providing insights into industry and workforce needs; becoming partners in design, implementation and investment of resources; and developing longer-term relationships beyond the current grant.

STAGE	DEFINITION	WHAT IS YOUR CURRENT APPROACH?	WHAT STRATEGIES WOULD YOU LIKE TO KNOW MORE ABOUT?
0	Not a Priority: Our Team does not recognize that employer engagement is a priority for successful grant outcomes.		
1	Recognizing the Need: Is your Team identifying specific roles employers and individual executives can play in grant planning and implementation, including consulting employers about potential metrics they use and believe are most important, such as reduced turnover, reduced time to hire, leveraged resources, and increased productivity?		
2	Making Specific Plans: Is your Team developing an employer engagement process and a database of key employers and specific individuals who will be part of the process quantitatively and qualitatively?		
3	Implementing Specific Strategies: Is your Team actively engaging employers and identifying specific actions to be taken by both the Team and employers, including collecting baseline data on key metrics developed collaboratively with industry/employer partners?		
4	Pursuing a Comprehensive Approach: Is your Team implementing a shared agenda for action, with roles for employers and Practitioner Team members and a comprehensive and consistent approach based on these assessments (both immediate impacts and longer-term employee/employer productivity changes (e.g., reduced scrap materials due to improved processes, reduced absenteeism)?		
5	Adopting a Sustainable Model: Has your Team established one or more ongoing mechanisms for sustaining and expanding employer engagement? Have there been changes in employer policies to retain, reward, and advance workers (including career ladders) as result of better measurement and implementation?		

Data Driven Decision Making

- Use of labor market, industry and occupational trends, assessment data, and other information;
- Critical to guiding investment, programmatic, and other key decisions
- regarding grant planning and implementation and system capacity.

Employer Engagement

- Engage employers in providing insights into industry and workforce needs;
- becoming partners in design, implementation and investment of resources;
- and developing longer-term relationships beyond the current grant.

Partnership Building

- Identify and secure a broad range of partners needed to implement your grant effectively.

Leveraging Resources

- Leverage local, state, federal, and private sector resources
- to increase the impacts of grant funding.

Continuum of Participant Support

- An interconnected continuum of processes and services that enable the grantee to effectively recruit the targeted population;
- assess the needs of each individual;
- deliver training to prepare participants for work in the targeted occupation(s);
- provide integrated career coaching strategies to build and expand participant career-readiness;
- coordinate job development and job placement services to match the skills of participants with the requirements of employers;
- and, arrange supportive services to address barriers to job retention.

Policy Alignment

- Align and connect workforce development, economic development, education, energy or health, and other policies to improve grant outcomes and create longer-term conditions for success.

Sustainable Systems Change

- Team integrates implementation of all six factors
- in a way that results in long-term and on-going systems change for public and private partners.

T.A. PARTNERSHIP TEAM



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