Please Note..

This webinar and the engagement tools will be recorded.

An archive will be available on the event website.

NIST | NICE

Proposed Updates to the NICE Framework

- NICE Framework Work Role Categories and Work Roles
  - ➤ Comments due by June 23, 2023

- NICE Framework Competency Areas
  - ➤ Comments due by August 5, 2023

www.nist.gov/nice/framework

RAMPS Communities

- Regional Alliances and Multistakeholder Partnerships to Stimulate (RAMPS) cybersecurity education and workforce development

- Communities bring together one or more:

  o institutions of higher education or nonprofit training organizations, and

  o local employers or owners or operators of critical infrastructure

| Funding for 5 Pilot RAMPS Communities

May 2016 | RAMPS Roadmap *(NISTIR 8287)*

Feb. 2020 | New Funding for RAMPS Communities

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Expected Dec. 2023 |

Presented By:

Francie Genz

Co-Principal and Co-Founder

Institute for Networked Communities (INC)

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Senior Manager

Jobs for the Future (JFF)

Agenda

- **Setting the Stage & Definitions: What are Community-Based Partnerships?**

- **Strategies to Develop, Implement and Sustain Partnerships**

Setting the Stage & Definitions: What are Community-Based Partnerships?
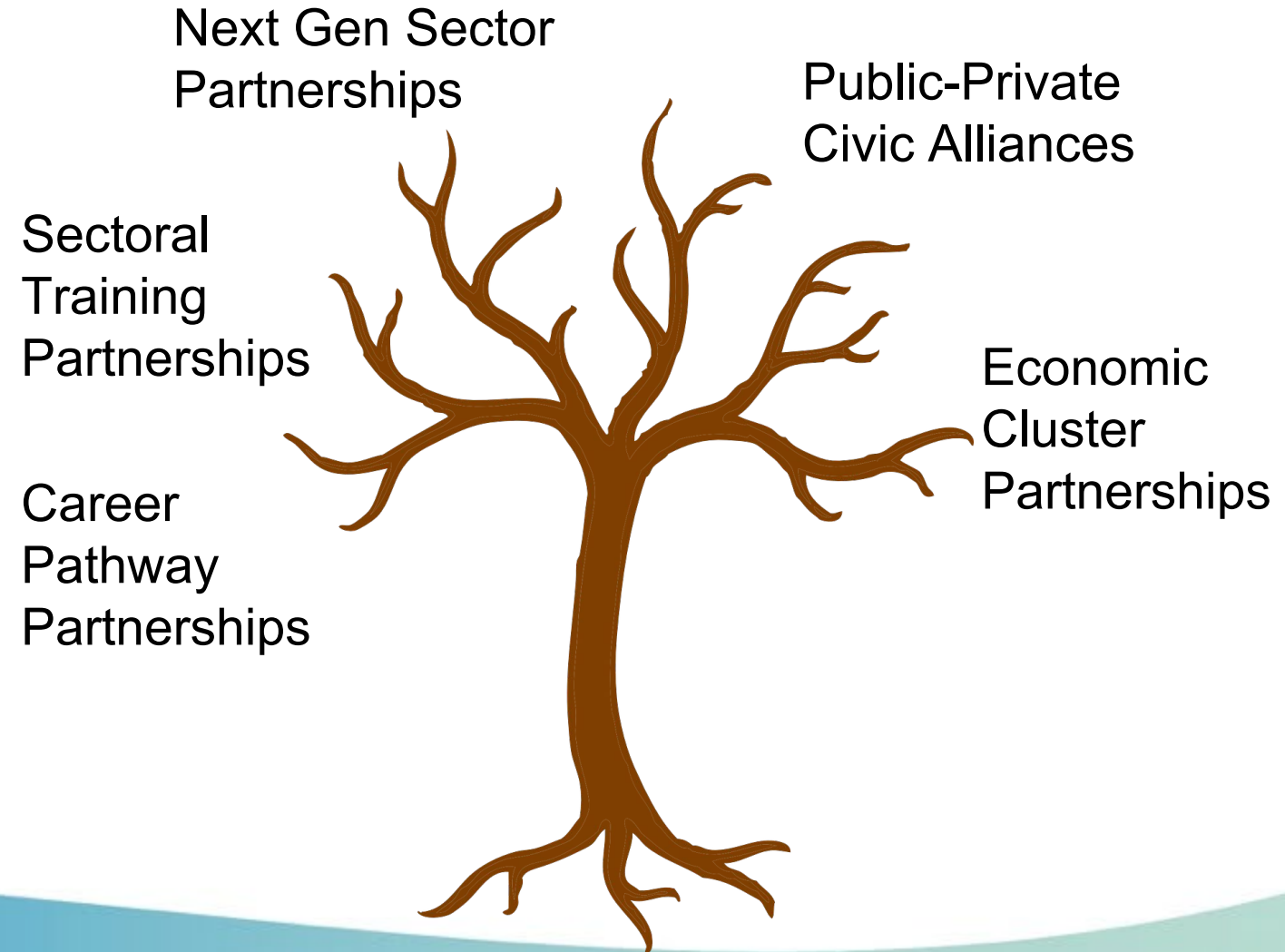
What Are We Talking About?
The "Extended Family" of Community-Based Partnerships

Common Elements
- Bring together employers and community partners to address shared regional workforce and economic development challenges

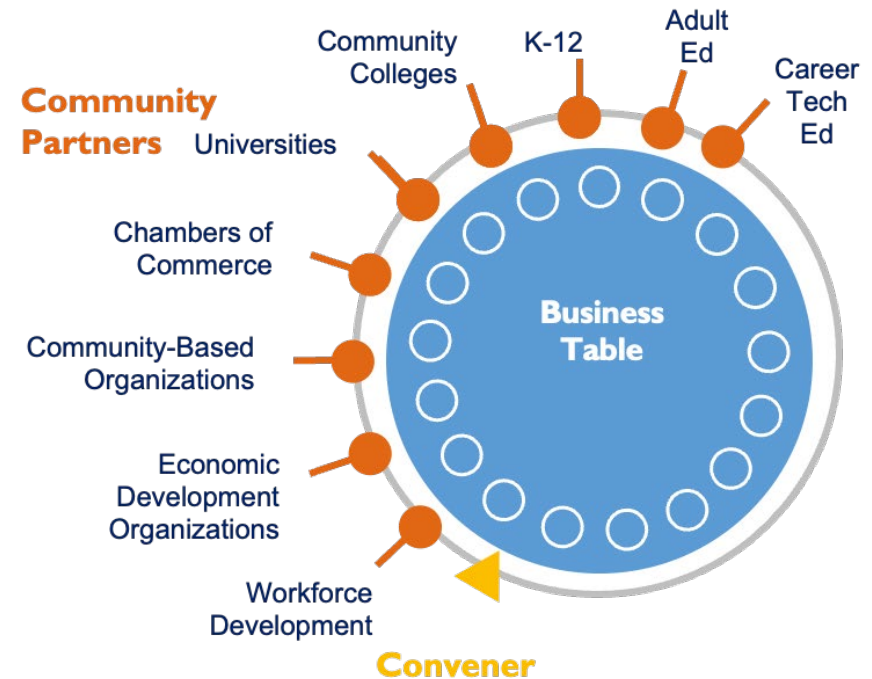**Distinguishing Characteristics**
- Focus of agenda (training programs vs. broader competitiveness needs)
- Role of employers (advisors vs drivers)
- Duration and scope (time-limited initiatives vs long-term, sustainable partnership)

Next Gen Sector Partnerships

Public-Private Civic Alliances

Sectoral Training Partnerships

Economic Cluster Partnerships

Career Pathway Partnerships

Definitions

- Today's conversation focuses on best practices as understood through the lens of **sector partnerships**.

- Next Gen Sector Partnership Definition: Regional partnerships of business leaders within one industry, who work together with public partners from economic development, workforce development, education and training, and other community organizations, to address the shared workforce and broader competitiveness needs of their industry.

Next Generation Sector Partnership

Companies & Jobs are *not the same thing --* How to Organize across Verticals & Horizontals

The Verticals: *How companies are organized.*

<u>Question to answer</u>: What's needed by individual industry sectors to stabilize and stay strong?

Healthcare

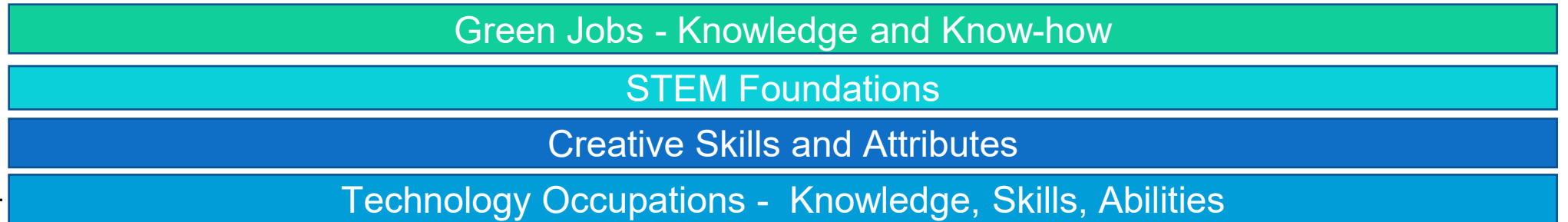Advanced Manufacturing

Construction/Eng

Transportation/Logistics

Technology (companies)

These warrant focused and shared sector partner ships

The Horizontals: *How jobs are organized.*

<u>Question to answer</u>: What are the foundational & cross-cutting skills sets across industries ?

Green Jobs - Knowledge and Know-how

STEM Foundations

Creative Skills and Attributes

Technology Occupations - Knowledge, Skills, Abilities

These should be cross-system talent initiatives that draw info from and support needs of the Verticals, but <u>not</u> sector partnerships.
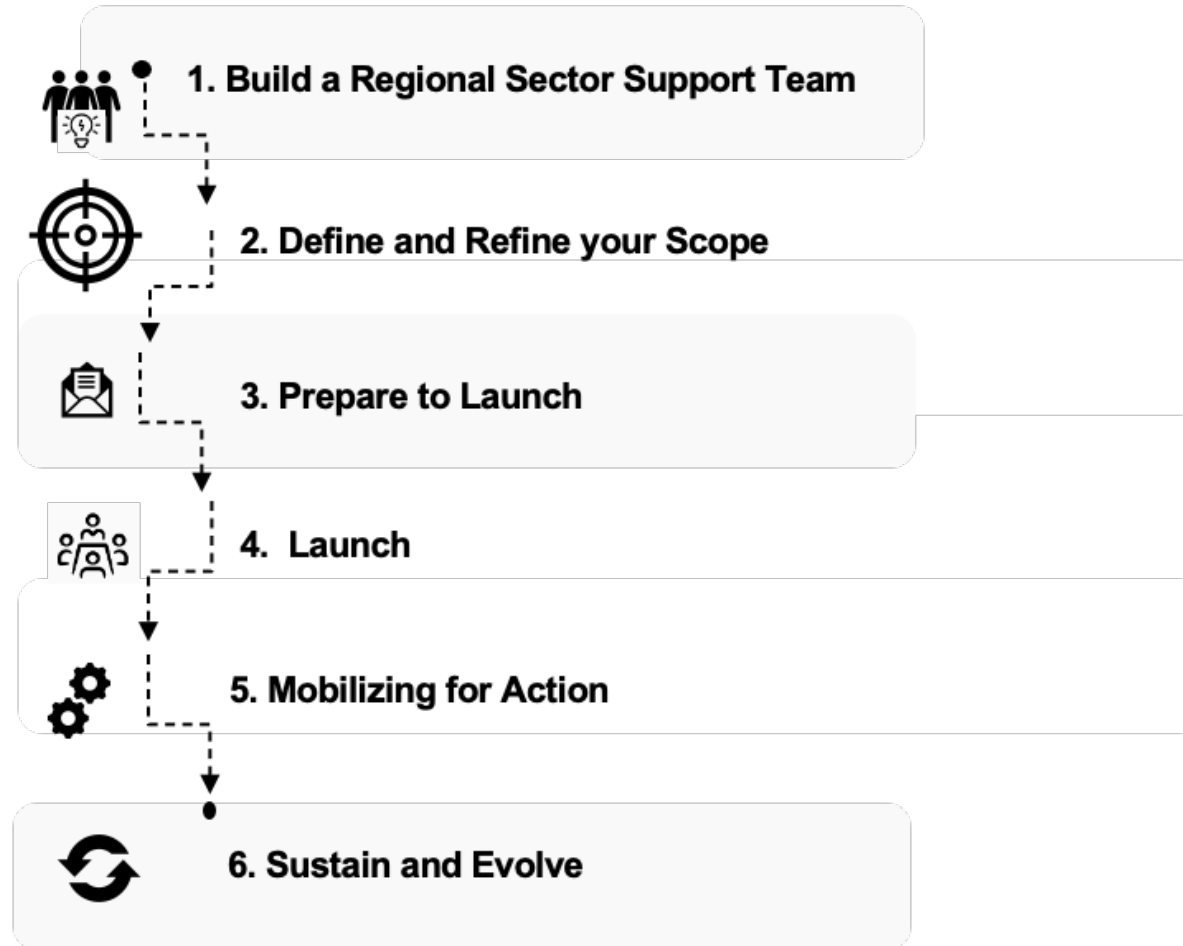
Answer in the chat

In a few words, describe what you see as the primary goal of a community-based partnership in fulfilling cybersecurity workforce needs?

Strategies to Develop, Implement, and Sustain Partnerships

Step-by-Step Process of Building a Next Gen Sector Partnership

1. Build a Regional Sector Support Team

2. Define and Refine your Scope

3. Prepare to Launch

4. Launch

5. Mobilizing for Action

6. Sustain and Evolve

KEY STRATEGIES

Governance Structure

Employer Outreach

Sustainability

SUCCESS

Staffing

Facilitating Conversations

Meeting Design & Launch

Employer Engagement

- **Bring in champions to legitimize partnership for industry/business.**

- **Tap networks of other partners organizations to recruit the right business leaders.**

- **Value Add: What's the buy in? Why should employer/business commit time to this partnership?**

Governance Structure

- Don't necessarily have to focus on this first.

- Structure should be "organic": focus on developing effective meetings and meaningful engagement for members first, then look at more formal governance structure to solidify membership (MOUs, ect).

- Next Gen: Don't look at introducing governance structure at least a year from launch (focus on building partnerships and commitments before considering governance structure).
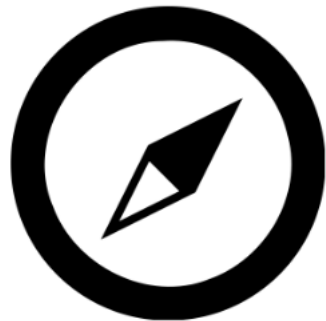
Staffing

Relationship Broker

Facilitator

Programs Navigator

Manager

Do-er

Facilitating Conversations

- Balance conversations and competing interests. Speak on where they need to improve job quality and ensure strategies are inclusive and equitable

- Spend time pushing employers in front of the room; champion group should be clear and be at the center

- Sticking to goals/objectives and clearly signaling progress made after each meeting

- Make sure data is the driver and can connect to more anecdotal points from employers and other stakeholders.

Meeting Design

First Meeting – Focus on building relationships among business leaders, give them the floor to define and champion agenda, partners in listen-only mode

Action Teams – organize work groups according to specific priorities. Employers define and achieve specific wins and deliverables, pulling in support selectively. Keep industry in driver's seat

Quarterly meetings – Use these to build buzz, momentum and hold action teams accountable for results

Sustainability

- Sustainability = long-term relevance, not just funding
- Funding Opportunities
  - Grants
  - Leveraging existing funding (ex: WIOA sector strategies)
  - Sponsorships

- Activities to Consider:
  - Job Fairs
  - Industry Events
  - Site tours

Resources

- Next Generation Sector Partnerships: https://www.nextgensectorpartnerships.com/
- Jobs for the Future (JFF): https://www.jff.org/
- JFF Quality Jobs Framework: https://archive.jff.org/points-of-view/introducing-quality-jobs-framework/
- Department of Commerce Workforce Development Best Practices and Principles: https://www.commerce.gov/issues/workforce-development
- Good Jobs Principles: https://www.dol.gov/general/good-jobs/principles
- Career Pathways Systems: https://cte.ed.gov/initiatives/career-pathways-systems
- RAMPS: https://www.nist.gov/itl/applied-cybersecurity/nice/regional-alliances-and-multistakeholder-partnerships-stimulate-ramps

Q&A

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