

# **Engaging Employers in Education and Training for ELLs**

Industry Leadership in developing the agenda, the priorities and the strategies for action.

Industry Partnership demonstrated in a willingness to collaborate together (company-to-company) and with support partners.

Industry Commitment in implementing action areas, including time, in-kind and financial commitments as required to realize goals.

**Industry:  
What's the  
Goal?**

# Today's Industry Partnerships:

- ❖ Are industry driven
- ❖ Are regional and local
- ❖ Are convened by a credible third party
- ❖ Act as a coordinating body across multiple programs and partners
- ❖ Create highly customized responses to a target industry's needs
- ❖ Treat employers as partners, not just customers
- ❖ Are about more than workforce training
- ❖ Are long term

# What Works:

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Authentic partnership - people and relationships

Industry champions who care about their people and community

Industry driven – clear direction


Multiple employer engagement – industry clusters, supply chains

Similar jobs and occupations across sectors

Emerging and existing sectors and growth potential

Keeping your local industry competitive – positive results

Options

	NEW RELATIONSHIP	WORKING RELATIONSHIP	STRATEGIC PARTNERSHIP 		
	LEVEL I	LEVEL II	LEVEL III	LEVEL IV	LEVEL V
Key Employer Role	Advising	Capacity-building	Co-designing	Convening	Leading
Stage of Relationship	Initial contact/ new relationship	Establishing trust and credibility	Working relationship	Trusted provider and collaborator	Full strategic partner
Engagement Examples by Level	Discuss hiring needs, skills, competencies; advise on curricula; contract training; hire graduates	Job site tours, speakers, mock interviews, internships, needs assessment, loan/donate equipment, recruiting	Curriculum and pathway development; adjunct faculty and preceptors	College-employer sectoral partnerships	Multi-employer / multi-college partnerships