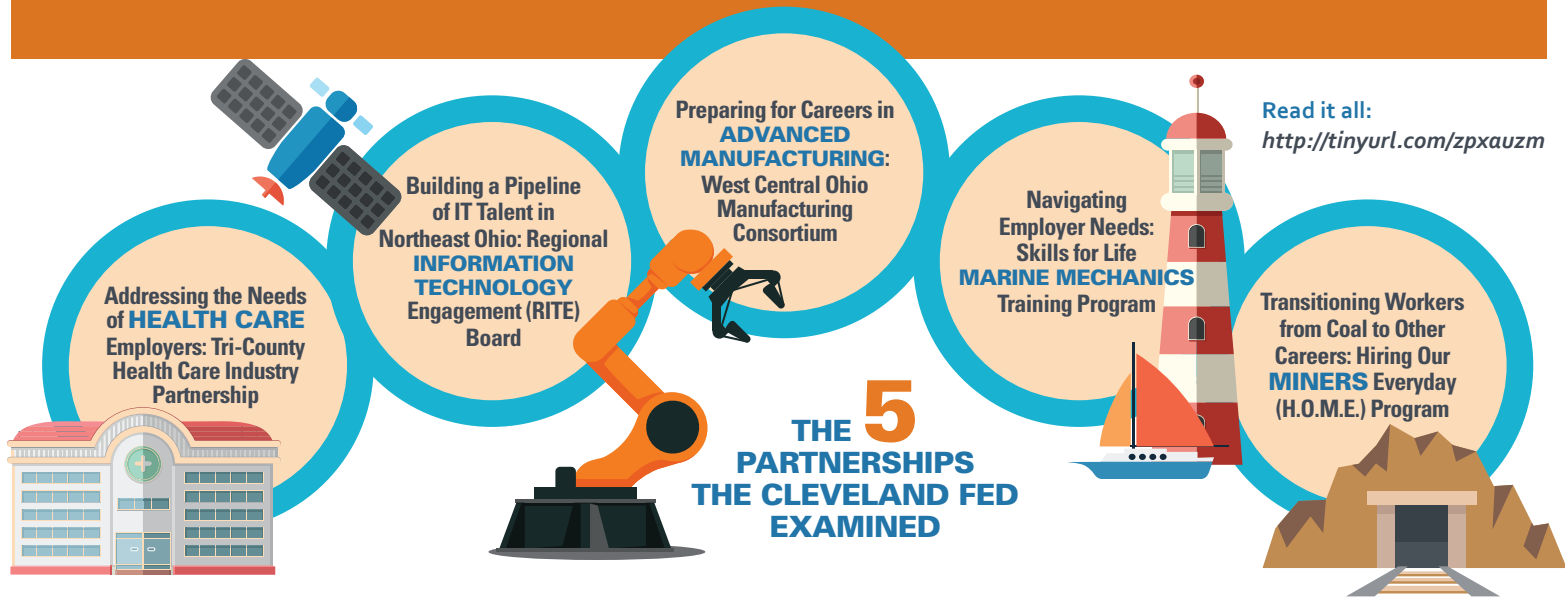


Addressing Employment Needs Through Sector Partnerships:

Case Studies from across the Federal Reserve's Fourth District*

Millions of people in the United States are unemployed, yet employers can't fill open positions. Employers say they can't find people with the right skills, while jobseekers say employers are not hiring. Sector-based partnerships—collaborations among employers, educational institutions, economic development groups, and nonprofits focused on a single industry—are a promising way to meet the needs of employers and jobseekers alike. In order to better understand how sector-based partnerships are formed, 3 Cleveland Fed researchers studied 5 sector-based initiatives in the District: one focused on healthcare; the second, information technology; the third, advanced manufacturing; the fourth, marine mechanics; and the fifth, retraining coal miners. Through interviews with employers, training providers, educators, and program administrators, this is what they learned.



KEYS TO SUCCESSFUL PARTNERSHIPS

- Convener to move the partnership forward
- Active employer engagement
- Ongoing relationship and trust building among members
- Programs to address barriers to employment, including soft skills

CONTRIBUTIONS OF ENGAGED EMPLOYERS

- Identify the skills their industries need
- Shape curricula and develop programs
- Contribute scholarships, equipment, and other resources
- Provide on-the-job experiences such as internships and co-ops



CHALLENGES TO MAINTAINING SUCCESSFUL PARTNERSHIPS

- Time commitment
- Securing ongoing funding



ADDRESSING EMPLOYMENT BARRIERS



- Foster life skills as well as job skills to support new workers
- Help jobseekers and workers overcome employment barriers such as lack of

- HEALTHCARE
- CHILDCARE
- TRANSPORTATION

Enhance classroom training with real-world work experience and mentoring

*The Fourth Federal Reserve District is the region the Cleveland Fed serves and comprises Ohio, western Pennsylvania, the northern panhandle of West Virginia, and eastern Kentucky.

The Federal Reserve Bank of Cleveland's community development team conducts applied research, analyzes data and trends, provides technical assistance to organizations, and convenes meetings to bring together key players in community and economic development. The aim is to promote economic growth and financial stability, especially in low- and moderate-income areas, and to deepen the understanding of issues affecting communities.

Search a comprehensive collection of Federal Reserve community development resources related to affordable housing, neighborhood revitalization, workforce development, and more at fedcommunities.org.

The views expressed here are those of the authors and do not necessarily represent the views of the Federal Reserve Bank of Cleveland or the Federal Reserve System.

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