

# H-1B TECHHIRE

GRANTEE CONVENING 2017

## TechHire Grantee Convening July 25 – 26, 2017

U.S. Department of Labor • Frances Perkins Building • Washington, DC

### DAY 1 SESSIONS

Tuesday, July 25, 2017

7:45 AM –  
8:45 AM

#### REGISTRATION

GREAT HALL  
ENTRANCE

Conference attendees should arrive at the Frances Perkins Building no later than 8:00 AM and go through security to gain entrance to the building. Registration will take place outside the Great Hall on the first floor of the Frances Perkins Building. The Great Hall is located to the right of the security desk/visitor's entrance.

8:00 AM –  
4:00 PM

#### PERFORMANCE REPORTING HELP DESK

C-4520  
ROOM A

The Performance Help Desk offers one-on-one technical assistance on performance reporting for grantees. If you did not sign up in advance, please reserve a 15-minute time slot at the registration desk. The Performance Help Desk is closed during plenary sessions that involve all grantees.

**Facilitator**

- Timmy Dudley, Senior Associate, ICF

8:45 AM –  
9:30 AM

#### PLENARY SESSION: WELCOME AND OPENING REMARKS

GREAT  
HALL

#### Achieving the Goals of the TechHire Partnership Grant Program

To kick-off the TechHire Convening, this opening session will be an interactive discussion that highlights the TechHire Partnership grant goals and objectives, featuring a panel of grantees that have since shown promising practices in achieving the goals of the TechHire Partnership grant program.

**Facilitator**

- Robin Fernkas, Division Director, Division of Strategic Investments, U.S. Department of Labor, Employment and Training Administration

**Speakers**

- Earl Buford, CEO, Employ Milwaukee
- Tom Brown, Program Outreach Coordinator, Clackamas Community College
- Cindy Simons, Operations Manager, Waukesha-Ozaukee-Washington Workforce Development, Inc.

9:30 AM –  
10:00 AM

**PLENARY SESSION: TECHHIRE PARTNERSHIPS:  
YEAR 1 REVIEW**

**GREAT  
HALL**

**Key Milestones in Grants Management, Technical Assistance, and Performance Management**

This session will provide a “Year One in Review” summary of grant activities, as well as a recap of key grants management activities. Grantees will also meet ETA’s National and Regional program office team, and the programmatic and performance technical assistance teams supporting the TechHire Partnership grants.

**Facilitator**

- Megan Baird, H-1B Program Manager, Division of Strategic Investments, U.S. Department of Labor, Employment and Training Administration

**Speaker**

- Ayreen Cadwallader, Workforce Analyst, Division of Strategic Investments, U.S. Department of Labor, Employment and Training Administration

10:00 AM –  
10:15 AM

**NETWORKING OPPORTUNITY: BREAK**

10:15 AM –  
11:15 AM

**CONCURRENT BREAKOUT SESSIONS: INNOVATIVE  
TOPICS TO ENHANCE TECHHIRE PARTNERSHIPS**

**VARIOUS**

**Session 1: Outreach and Recruitment Strategies to Support TechHire Partnerships**

This session will explore several strategies to support various stages of outreach and recruitment efforts across a grant lifecycle, with a focus on Year 1 and Year 2. Participants will share sample materials and specific strategies that they have used in small groups and

**N-5437  
ROOMS  
A&B**

receive feedback from fellow participants. An action-planning template for outreach and recruitment will be shared so that participants can prioritize next steps following the convening.

**Facilitator**

- Lucretia Murphy, Senior Director, Jobs for the Future

**Session 2: Customer-Centered Design Workshop: An Innovative Tool to Meet the Needs of TechHire Target Populations**

C-5521  
Room 4

*Design Thinking* is a practical approach to arriving at innovative solutions, a step-by-step guide to unleashing creativity and putting the people you serve at the center of your design process to come up with new answers to difficult problems. This workshop will include an overview Customer-Centered Design, including examples from peers on how it is currently being used in workforce development. Participate in a hands-on learning approach where grantees will tinker with resolving design issues using the phrase “How might we...”

- Create impactful outreach strategies to capture our target audience
- Engage with businesses to create long-term partnerships
- Design training programs which meet the needs of our participants

**Facilitators**

- Christy Montgomery, Senior Analyst, Maher & Maher
- Silvia Middleton, Senior Analyst, Maher & Maher

**Session 3: Supportive Services to Meet the Needs of TechHire Target Populations**

C-5320  
Room 6

Learn about the latest research on supportive services in employment-focused programs for youth, low-income adults, and other target populations; including evidence-based interventions to address the most common barriers these populations face to training completion and employment.

**Facilitator**

- Brent Orrell, Vice President, ICF

**Speaker**

- Russell Harty, Senior Employment Services Associate, Upwardly Global

**Featured Grantees**

- State Technical College of Missouri
- North Central Texas College
- Goodwill Industries International, Inc.

11:15 AM – NETWORKING OPPORTUNITY: BREAK  
11:30 AM

11:30 AM – PLENARY SESSION: THE EMPLOYER'S  
12:30 PM PERSPECTIVE ON TECH-BASED CAREERS

GREAT  
HALL

### The Employer's Perspective on Tech-Based Careers

During this interactive plenary, industry representatives for both IT and other types of employers will explore the impact of key labor market trends on the technology skills needed by both current and future workers. The panel will highlight the technology skills currently needed in the workforce, the impact of specific trends like automation on employers' technology skill needs, and the implications of these key labor market trends for education and training programs and workforce initiatives. Panelists will also discuss strategies for engaging employers to not only partner, but play a leadership role in effective workforce partnerships that can address these critical trends.

#### **Facilitator**

- Amanda Ahlstrand, Administrator, Office of Workforce Investment, U.S. Department of Labor, Employment and Training Administration

#### **Speakers**

- Gretchen Koch, Executive Director, Workforce Development Strategies, Creating IT Futures Foundation
- Cristina McGlew Castro, Strategist, Cisco Corporate Social Responsibility
- Stacey Rose, Human Resources and Labor Relations Senior Manager, Corporate Brands and Manufacturing, Kroger
- Mark Wagner, Vice President of Learning, The Hartford Financial Services Group

12:30 PM – NETWORKING OPPORTUNITY: LUNCH  
1:45 PM

Lunch on your own.

In addition, grantees can meet individually with their technical assistance coaches to go over their customized technical assistance plan (optional activity) in the DOL cafeteria. Tables are reserved for TechHire grantees.

DOL  
CAFETERIA /  
OTHER

1:45 PM – PLENARY SESSION: TECHHIRE GRANTS  
2:45 PM MANAGEMENT SESSION

GREAT  
HALL

## The 5 “W’s” of Good Grants Management

Good grants management is more than identifying who and what grantees need to know, it’s also knowing the when, where and why (and sometimes how!) grants are managed from the Federal and regional DOL offices. Grantees are invited to participate in an interactive activity on grants modification, gain insight into the grant modification process and the monitoring review process.

### **Facilitator**

- Ayreen Cadwallader, Workforce Analyst, Division of Strategic Investments, U.S. Department of Labor, Employment and Training Administration

### **Speakers**

- Megan Baird, H-1B Program Manager, Division of Strategic Investments, U.S. Department of Labor, Employment and Training Administration
- Keith Hubert, Federal Project Officer, Region 2, U.S. Department of Labor, Employment and Training Administration
- Charles Cox, Federal Project Officer, Region 4, U.S. Department of Labor, Employment and Training Administration

2:45 PM –  
3:00 PM

## NETWORKING OPPORTUNITY: BREAK

3:00 PM –  
4:00 PM

## CONCURRENT BREAKOUT SESSIONS: INTERACTIVE PEER CONSULTANCIES

VARIOUS

In these structured peer consultancy sessions, pre-selected TechHire grantees will present a specific challenge they are currently experiencing, such as engaging employers or partnering with the workforce system. The grantee will then receive peer feedback on effective strategies for effectively addressing the issue.

### **Session 1: Coordinating Employer Engagement Across Multiple Training Providers**

TechHire grantees will solicit feedback from peers on how to ensure that employer engagement efforts are streamlined and complementary across various training providers.

#### **Facilitator**

Tom Hooper, Associate Vice President, Jobs for the Future

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ROOMS  
A&B

## Session 2: Engaging Effectively with Workforce System Partners

C-5521  
ROOM 4

A featured TechHire grantee will solicit feedback from peers on how to build and sustain strong partnerships with the workforce system.

### **Facilitator**

- Todd Cohen, Director, Strategic Initiatives, Maher & Maher

### **Featured Grantee**

- Polk State College

## Session 3: Navigating the Landscape of IT Credentials

C-5320  
ROOM 6

A featured TechHire grantee will solicit feedback from peers on how to better understand the various IT credentials that are available and in high demand in relevant occupations. An action-planning template for outreach and recruitment will be shared so that participants can prioritize next steps following the convening.

### **Facilitator**

- Lucretia Murphy, Senior Director, Jobs for the Future

### **Featured Grantee**

- Northwest Regional Workforce Investment Board

4:00 PM –  
4:15 PM

## NETWORKING OPPORTUNITY: BREAK

4:15 PM –  
5:15 PM

## PLENARY SESSION

GREAT  
HALL

## Local Innovations in Building a Technology Workforce

This session will explore community-based strategies to build a technology workforce, including how to integrate and align public and private partnerships, clarify the roles of public leadership and industry, and work with employer partners to address the skills gap and build pipelines in technology careers.

### **Facilitator**

- Clyde McQueen, President and CEO, Full Employment Council

### **Speakers**

- Greg Henschel, Senior Policy Analyst, U.S. Department of Education Office of Career, Technical, and Adult Education
- Michael Robertson, Executive Director, Atlanta Workforce Development Agency
- Tom Ogletree, Director of Social Impact, General Assembly

**5:30 PM –  
7:00 PM**

**NETWORKING OPPORTUNITY: RECEPTION**

Join your TechHire colleagues, your TA Teams and DOL staff at The Alibi for informal networking and discussion. Food and beverages available for purchase.

*You can access The Alibi by walking through the exit doors directly across from DOL security/visitor's entrance, next to the Great Hall.*

**THE ALIBI  
(NEXT DOOR  
TO DOL AT:  
237 2ND ST.  
NW, D.C.  
20001)**

## DAY 2 SESSIONS

Wednesday, July 26, 2017

8:00 AM –  
8:30 AM

### REGISTRATION

GREAT HALL  
ENTRANCE

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8:00 AM –  
3:30 PM

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#### **Facilitator**

- Timmy Dudley, Senior Associate, ICF

The Help Desk will be in the following locations during Day 2 of the convening:

- 9:00 AM – 1:00 PM C-5515 Room A
- 1:00 PM – 2:00 PM C-4520 Room A
- 2:00 PM – 5:00 PM C-5515 Room B

8:30 AM –  
9:00 AM

### TECHHIRE GRANTS MANAGEMENT PLENARY SESSION: EVALUATION UPDATE

GREAT HALL

#### **TechHire Evaluation: Overview and Update**

This session will provide grantees with information on the U.S. Department of Labor's key goals for the evaluation of the TechHire Partnership grant program, including a brief introduction to the evidence-building landscape at the Federal level. Further, the discussion will highlight the evaluation's key research questions and time line for upcoming activities.

While limited time is available for questions during the presentation, the research contractors who are conducting the study from Westat/MDRC will be onsite and available to grantees during the convening.



**Speakers**

- Molly Irwin, Chief Evaluation Officer, U.S. Department of Labor
- Christina Yancey, Evaluation Team Manager, U.S. Department of Labor

9:00 AM –  
10:00 AM

**KEYNOTE PLENARY SESSION**

**GREAT HALL**

**Diversity in Technology Careers**

After remarks from ETA leadership, our Featured Keynote speaker, Jesse Martinez will provide inspiring examples of how employers are taking steps to increase the talent pool to include people of color, women, and other underrepresented individuals in IT occupations. Jesse is an advisor to several startups, supporting tech entrepreneurs and startup ecosystems and accelerator projects. The discussion will highlight innovative approaches to attracting, supporting and retaining diverse candidates.

**Facilitator**

- Robin Fernkas, Director, Division of Strategic Investments, Employment and Training Administration, U.S. Department of Labor

**Introduction and Opening Remarks**

- Byron Zuidema, Deputy Assistant Secretary, Employment and Training Administration, U.S. Department of Labor

**Keynote Speaker**

- Jesse Martinez, Co-founder and CEO, Latino Startup Alliance

10:00 AM –  
10:15 AM

**NETWORKING OPPORTUNITY: BREAK**

10:15 AM –  
11:30 AM

**CONCURRENT BREAKOUT SESSIONS**

**VARIOUS**

**Session 1: Putting Learning to Work: Integrating Apprenticeship and Other Work-Based Learning Models into Training Programs**

**N-5437  
Rooms A&B**

This session will introduce participants to various strategies to effectively incorporate work-based learning into training programs, focusing on Apprenticeship.

**Facilitator**

- Michael Qualter, Division Chief, U. S. Department of Labor, Office of Apprenticeship

**Speakers**

- Eric Seleznow, Senior Advisor, Jobs for the Future
- Scott Ellsworth, Sales and Marketing Executive, National Industry Partners: Manufacturing Sector Apprenticeship

**Featured Grantee**

- Employ Milwaukee

**Session 2: IT Credentials: What Works for Learners and Employers?**

**C-5521  
ROOM 4**

Learn various approaches to credentialing and IT from workforce, community college and non-profit organizations, including current credentialing trends, and any barriers or opportunities related to credentialing in the grantees' respective context. Following brief presentations from each speaker, participants will engage in a facilitated discussion.

**Facilitator**

- Jessica Kendall, Senior Technical Specialist, ICF

**Speakers**

- Elizabeth Lindsey, Executive Director, Byte Back
- LeVorn Smalley, Industry Navigator IT/Cybersecurity, Anne Arundel Workforce Development Corporation

**Featured Grantees**

- Montgomery College
- Atlanta Technical College

**Session 3: Acceleration Strategies: Integrating Career Pathways and Career Awareness into Bootcamps and other Short-Term Trainings**

**C-5515  
EXECUTIVE  
CONFERENCE  
ROOM**

This session will highlight strategies to integrate bootcamps and other short-term trainings into broader career awareness activities and career pathways. The discussion will examine the role of stackable credentials, and demonstrate how community colleges and training programs are easing transitions for participants between credit and non-credit coursework both within their institution and through partnerships. The session will also offer examples of how programs are augmenting bootcamp models with career coaching.

**Facilitator**

- Tom Hooper, Associate Vice President, Jobs for the Future

**Featured Grantee**

- Suffolk County Community College

**11:30 AM –  
12:45 PM**

**NETWORKING OPPORTUNITY: LUNCH**

Lunch on your own.

In addition, grantees can meet individually with their technical assistance coaches to go over their customized technical assistance plan (optional activity) in the DOL cafeteria. Tables are reserved for TechHire grantees.

**DOL  
CAFETERIA /  
OTHER**

**12:45 PM –  
1:45 PM**

**CONCURRENT BREAKOUT SESSIONS: BUILDING  
EMPLOYER ENGAGEMENT**

**VARIOUS**

Strong employer partnerships are the key to meeting program outcomes! During these breakout sessions, learn effective strategies to bring employers from the IT, Advanced Manufacturing, Healthcare and Financial Services to the table – and keep them there – in support of TechHire Partnerships. Participants will learn the elements of an effective sector-based approach and how they can facilitate partnerships with industry.

**N-5437  
ROOMS A&B**

**Session 1: Building Effective Employer Partnerships  
in the IT Sector**

**Facilitator**

- Lynn Bajorek, Senior Consultant, Maher & Maher

**Speaker**

- Gretchen Koch, Executive Director, Workforce Development Strategies, Creating IT Futures Foundation

**Featured Grantee**

- Youth Policy Institute

**Session 2: Building Effective Employer Partnerships  
in the Advanced Manufacturing Sector**

**C-5521  
ROOM 4**

**Facilitator**

- Silvia Middleton, Senior Analyst, Maher & Maher

**Speaker**

- Katherine McClelland, Director of Education and Workforce Initiatives, The Manufacturing Institute

**Featured Grantees**

- Mount Wachusett Community College
- Flying HIGH, Inc.

### Session 3: Building Effective Employer Partnerships in the Health Care and Financial Services Sectors

C-5515  
EXECUTIVE  
CONFERENCE  
ROOM

**Facilitator**

- Todd Cohen, Director, Strategic Initiatives, Maher & Maher

**Speaker**

- Randall Wilson, Associate Research Director, Jobs for the Future

1:45 PM –  
2:00 PM

#### NETWORKING OPPORTUNITY: BREAK

2:00 PM –  
3:15 PM

#### PLENARY SESSION: SUSTAINABILITY

GREAT HALL

##### Planning for Sustainability: Key Elements and Process

Planning for sustainability starts on Day 1 of your grant! Learn what sustainability means to programs, projects, and participants and highlight why it's important to consider early in a grant period. The discussion will provide the key elements of sustainability to consider and provide a process for developing a sustainability plan, and participants will engage in an exercise to help them focus their first steps in sustainability planning and share their ideas and experiences with colleagues.

**Facilitator**

- Courtney Barthle, Senior Manager, ICF

3:15 PM –  
3:30 PM

#### PLENARY SESSION: CLOSING

GREAT HALL

##### TechHire Convening: Insights and Next Steps

This session will provide an opportunity to share important learnings and takeaways from the convening, and identify key upcoming technical assistance activities that will help support grantee.

**Speakers**

- Megan Baird, H-1B Program Manager, Division of Strategic Investments, Employment and Training Administration, U.S. Department of Labor
- Tom Hooper, Associate Vice President, Jobs for the Future

*Thank you to the TechHire grantees, speakers, and attendees for your contributions to this convening!*