

H-1B TECHHIRE

GRANTEE CONVENING 2017



Sustainability Planning



EMPLOYMENT AND TRAINING ADMINISTRATION
UNITED STATES DEPARTMENT OF LABOR

Today's Speakers

- **Courtney Barthle, Principal, ICF**



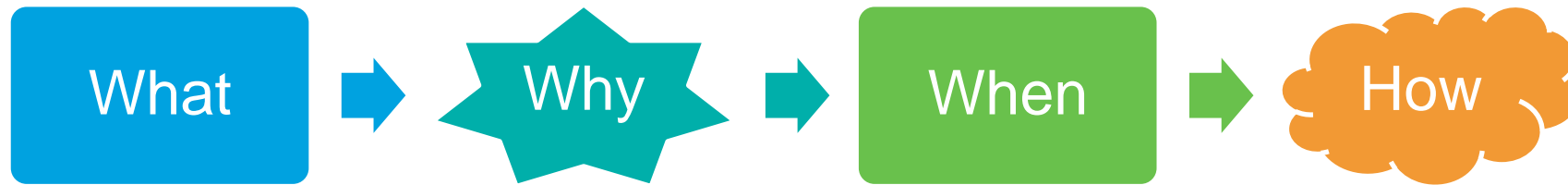
Session Objectives

- **Understand what sustainability means to programs, projects and participants**
- **Define key elements of sustainability planning**
- **Understand why it is important to plan for sustainability *now***
- **Begin (or refine) sustainability planning**



Presentation Roadmap

Sustainability



Key Factor: What?



Key Factor: What? (cont.)

“Sustainability” refers to the continuation of a project’s goals, principles, and efforts to achieve desired outcomes”



*High Growth and Community-Based Job Training
Grants Planning Guide DOLETA*

Key Factor: Why?

Candidate A

- **Master's in Public Affairs**
- **100 TA Interventions designed and delivered**
- **Senior project manager over various sustainability efforts**
- **Principal at a big, international consulting company**
- **Really cares about low income populations and self-sufficiency**

Candidate B

- **16 years of experience serving low-income families and populations at-risk for negative outcomes**
- **Impassioned advocate for program improvement and evidence-informed practice**
- **Seasoned sustainability thought leader, committed to working with grantees to manage change and serve communities**
- **Seasoned manager, trainer, TA provider**



Key Factor: Why?

The Golden Circle

WHAT

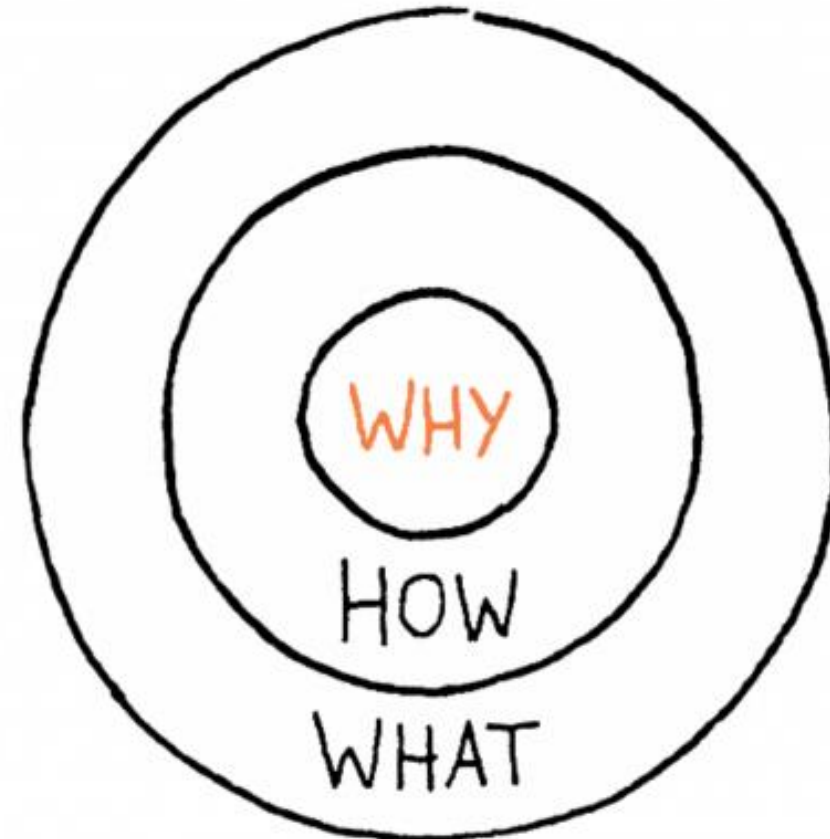
Every organization on the planet knows WHAT they do. These are products they sell or the services

HOW

Some organizations know HOW they do it. These are the things that make them special or set them apart from their competition.

WHY

Very few organizations know WHY they do what they do. WHY is not about making money. That's a result. WHY is a purpose, cause or belief. It's the very reason your organization exists.



Key Factor: When?



Articulate Key Questions



Identify potential data sources



Begin planning to sustain your why

Key Factor: How – Step 1: Define Why

| Key Element | What is our WHY? | If we are successful, what change(s) will we see in our community? | Which part(s) of our program advance that/those change(s)? | What data do we have to show that? |
|-----------------------|---|---|--|---|
| Your Answers | | | | |
| Questions to Consider | WHY are we in this line of work? WHAT is most energizing about our efforts? What “gets us out of bed in the morning”? | HOW will our community look differently in 1, 5, or 10 years? Are we working toward “putting ourselves out of business?” What challenges will be eliminated or significantly minimized? | What are the primary drivers of the change(s) we are working towards? Are there parts of our program/offering that don’t support our objectives? | Can we document/measure change with data we currently collect or access? If not, where can we get the data? If it doesn’t exist, how can we capture it? |



Key Factor: Why – a hint



Key Factor: How–Step 2: Articulate Action Steps

| Our Why: | | | | | | | | | | | | | | | |
|-----------|---|----------|---|---|---|---|---|---|---|---|----|----|----|--|--|
| Objective | Activities (improve primary drivers) | Timeline | | | | | | | | | | | | Measures of Success (look in data column) | Person(s) responsible/ Resources needed |
| | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | | |
| | | 1. | | | | | | | | | | | | | |
| 2. | | | | | | | | | | | | | | | |
| 3. | | | | | | | | | | | | | | | |
| 4. | | | | | | | | | | | | | | | |
| 5. | | | | | | | | | | | | | | | |

(look in changes column of Activity 1)

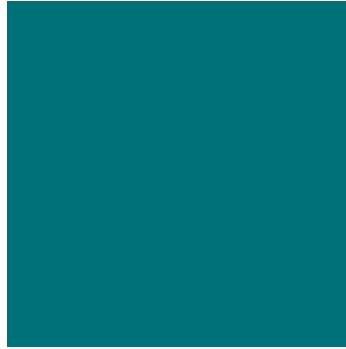


Planning Exercise



How





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Thank you!



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