WEEK ONE

2019 TechHire Virtual Institute Opening Plenary
September 9th, 3:00PM-4:00PM EST, 12:00PM-1:00PM PST

The opening plenary will feature the US DOL DSI team sharing an update on current policy direction and expectations as we enter our final year of the grant. The Technical Assistance team will then review the logistics of this 1 ½ week Virtual Institute, including the schedule, learning objectives, and expectations. We will also talk about the purpose, flow, and what to expect of the next two weeks, including an introduction to a Slack channel we will be using to encourage grantee networking and engagement throughout the duration of the Institute. We will hear from two different models of TechHire grantee success, one from the community college system, and a non-profit, about their reflections on some key shifts they made over the life of the grant to ensure their success. We will close with a round robin of sessions coming in the next week and the key topics we will be discussing in future sessions.

Moderator:

- Robin Fernkas, Acting Deputy Administrator, Office of Workforce Investment, U.S. Department of Labor, Employment and Training Administration

Facilitators:

- Todd Cohen, TechHire TA Coach, Maher & Maher
- Christina Herzog, TechHire TA Coach, Maher and Maher

Featured Presenters:

- Ayreen Cadwallader, Workforce Analyst, Division of Strategic Investment, U.S. Department of Labor, Employment and Training Administration
- Flying HIGH Academy
- Miami-Dade College

Large Group Session – TechHire Grantee Strategies for Ensuring Program Completion
September 10th 1:00PM-2:00PM EST, 10:00-11:00AM PST
TechHire trainings are demanding and projects specifically recruit individuals with challenges for training and employment. Hear from fellow grantees about strategies they use to support and motivate participants from recruitment through training and credential completion and then on to employment. *Workforce Connection of Central New Mexico* will share their rigorous applicant screening process, which includes an orientation, LMI exploration by students to understand IT careers, and training partners also assessing students for program fit. *Midlands Technical College* will share their process for creating Individual Education Plans and doing a needs assessment with each student, and their strategies for helping training graduates prepare for Cisco and A+ certifications.

**Moderator:**
- Danielle Kittrell, Workforce Analyst, Division of Strategic Investments, U.S. Department of Labor, Employment and Training Administration

**Facilitator:**
- Emily Appel-Newby, TechHire TA Coach, ICF

**Featured Presenters:**
- Workforce Connection of Central New Mexico
- Midlands Technical College

**Concurrent Breakout Session – Sustainability Plan Work Session**
**September 11th 1:00PM-2:00PM EST, 10:00AM-11:00AM PST**

How do TechHire grantees improve upon existing plans for sustainability (with focus on braided funding, broader system or sector engagement, etc.)? Developing a sustainability plan is not a single individual’s job but should be the collective work of a team. Grantees are invited to join the session in teams of grant staff, college/organization staff, and any community based/workforce/industry partners that would assist in designing a strong sustainability plan. During the session, a group of TechHire directors will meet to discuss their current plans and help facilitate an open discussion to help provide insight and answer questions to help strengthen your potential sustainability plan.

**Facilitator:**
- Christian Lagarde, TechHire TA Coach, Maher and Maher

**Featured Presenter:**
- State Technical College of Missouri

**Concurrent Breakout Session – Coaching and Case Management for Participant Success**
**September 11th 1:00PM-2:00PM EST, 10:00AM-11:00AM PST**

We know that participant success is about more than completing coursework. A holistic approach to student support promotes persistence, individual success, and the success of the program overall. Designed with case managers, navigators, and coaches in mind, this session provides an opportunity to discuss collaborative, comprehensive, and customized student support strategies with other TechHire grantees.
Facilitator:  
- Krista Ford, TechHire TA Coach, JFF  

Featured Presenters:  
- Erica Acevedo, Senior Program Manager, JFF  
- Midlands Technical College  

Concurrent Breakout Session – Best Practices and Strategies for Confirming Demand  
September 11th 1:00PM-2:00PM EST, 10:00AM-11:00AM PST  

How might we best engage with business to evaluate skill and job demand? How might we find industry champions who can aide outreach and grow our understanding of business needs? Help us answer these questions as we join together for interactive brainstorming, sharing promising practices, and finding solutions together! Hear from North Central Texas College as they share their experiences with business partners from curriculum development/redesign to employing participants.  

Facilitator:  
- Christy Montgomery-Jones, TechHire TA Coach, Maher and Maher  

Featured Presenter:  
- North Central Texas College  

Large Group Session- H-1B TechHire Performance Reporting: Understanding the H-1B Grants “Real-Time” Performance Outcome Measures  
September 12th 1:00PM-2:00PM EST, 10:00AM-11:00AM PST  

As we reach the final year of the TechHire program, it is essential that grantees track and report “real-time” employment and training outcome measures for program participants in the reporting quarter in which the outcome occurred. Grantees provide outcome targets for these performance indicators in their Statements of Work (SOWs), and the targets set for these measures are used to evaluate program outcomes during the period of performance. This session will take an in-depth look at these critical performance measures and attendees will hear about promising practices that one grantee uses to constantly monitor their real-time outcomes against performance benchmarks.  

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

Facilitators:  
- Timmy Dudley, Senior Analyst, ICF  
- Christian Lagarde, TechHire TA Coach, Maher and Maher  

Featured Presenters:  
- BridgeValley Community and Technical College
WEEK TWO

Concurrent Breakout Session – Leveraging Participant Relationships for Employment Outcomes
September 16th 1:00PM-2:00PM EST, 10:00AM-11:00AM PST

Staying in touch after program completion to track outcomes can be difficult. Alumni may move or change jobs. For short-term trainings, there is limited window to engage and build rapport. In this problem-solving session two grantees will share how they build relationships with students that last. Each will share concrete strategies for student and alumni engagement. Participants will share current challenges they are facing and brainstorm solutions with each other and presenting grantees.

Facilitators:
- Jessie Kendall, TechHire TA Coach, ICF
- Nicole Wright, TechHire TA Coach, ICF

Featured Presenter:
- Mount Wachusett Community College
- Youth Policy Institute

Concurrent Breakout Session – Using Social Media for Program Engagement
September 16th 1:00PM-2:00PM EST, 10:00AM-11:00AM PST

We’re all well aware of the prevalence of social media in our lives and that of our participants. We’ve also all been told at one point or another how important it is for our programs to have a presence on Facebook, Instagram and Twitter. But can it really lead to more program engagement among target populations and participants? The answer is yes – because even if you already have a Facebook page, you most likely have not tapped its potential yet. In this session, participants will learn more about the research on social media and hear from fellow TechHire grantees who have found ways to access the potential of social media to improve their outcomes. Come to hear about their approach, ask questions, share ideas AND who your favorite social media celebrity is!

Facilitator:
- Matt Poland, TechHire TA Coach, JFF

Featured Presenter:
- Clackamas Community College

Concurrent Breakout Session – Employer-Centered Design to Boost Business Engagement
September 16th 1:00PM-2:00PM EST, 10:00AM-11:00AM PST

This session, aimed at business outreach representatives, will focus on building employer-centered models for your TechHire grant. No more arm-twisting or pleading with businesses to hire your participants. Instead, learn about and discuss best practices for actively listening to your business
partners, solving their hiring needs, and following up to ensure their long-term happiness—all of which will improve your placement rates.

**Facilitator:**
- Todd Cohen, TechHire TA Coach, Maher and Maher

**Featured Presenter:**
- Flying HIGH Academy

**Large Group Session – Steering the DeLorean: How Do I Make Sense of the Future of Work?**
**September 17th 1:00PM-2:00PM EST, 10:00AM-11:00AM PST**

This session will focus on planning for long-term program success, how to make sense of macroeconomic data reports about automation and new technologies that are likely to change jobs in H-1B industries. How can programs work with their employer partners to plan for changing jobs, new required skills and aligning programs to produce the right talent? What new skills and capacity will programs need among their own staff? We’ll explore these questions and identify some possible approaches together.

**Moderator:**
- Danielle Kittrell, Workforce Analyst, Division of Strategic Investments, U.S. Department of Labor, Employment and Training Administration

**Facilitator:**
- Matt Poland, TechHire TA Coach, JFF

**Featured Presenter:**
- Chippewa Valley Technical College

**Closing Plenary Session – From Grantee to Grantee: Key Perspectives on Sustainability**
**September 18th 1:00PM-2:00PM EST, 10:00AM-11:00AM PST**

What does sustainability look like from the funder’s point of view? What does sustainability look like for fellow discretionary grantees who have continued their work beyond the period of performance? In the final session of the H-1B TechHire Virtual Institute, key speakers from the Department of Labor’s Division of Strategic Investments (DSI) will discuss their insight on successful grantees’ approaches to sustainability. This session will also include featured grantee speakers from current and/or previous DOL grants, H-1B Ready to Work Partnership (Ready To Work) and Trade Adjustment Assistance Community College and Career Training (TAACCCT), who are prepared to share their experience sustaining partnerships, securing funds, and leveraging and institutionalizing key elements of their grant post-completion. The session will conclude with an open Q&A for participants to ask questions as their grant approaches completion and sustainability of core programmatic activities becomes a priority for grantees.
Moderator
- Ayreen Cadwallader, Workforce Analyst, Division of Strategic Investments, U.S. Department of Labor, Employment and Training Administration

Facilitator:
- Tom Hooper, TechHire TA Coach and Project Director, JFF

Featured Presenters
- Robin Fernkas, acting Deputy Administrator, Office of Workforce Investment, U.S. Department of Labor, Employment and Training Administration
- Liz Ojeda, TEC-P Program Administrator, Denver Office of Economic Development, U.S. DOL H-1B Ready to Work (RTW) grantee
- Dawn Busick-Drinkard, former MoSTEMWINS Program Director, Missouri Community College Association, U.S. DOL Trade Adjustment Assistance Community College and Career Training (TAACCCT) grantee