

**TechHire Peer Learning Group:  
WDBs and NPOs  
December 3rd Meeting**

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Guide for Peer Consultancy:

1. Introducing the challenge (LIFT)
  - a. Brenda from LIFT will share some challenges that she is looking for advice for
2. Clarifying questions
  - a. The group asks clarifying questions of Brenda to better understand the challenges and issues, necessary context, etc.
  - b. Please, no proposed solutions yet!
3. Brainstorming solutions
  - a. The group brainstorms potential solutions among one another
  - b. Brenda listens, but doesn't participate in this part of the discussion
4. Sharing and discussing solutions
  - a. Group and Brenda discuss the proposed solutions developed by the group

**Peer Consultancy: LIFT USA**  
***How Might We Support Students in Job Placement?***  
***How Might LIFT USA Collaborate with Local American Job Centers?***

Team Members: Brenda Johnson from LIFT USA

**What clarifying questions do you have for LIFT?**

- From Brenda:
  - Limited English speakers
  - Job fairs have been successful with some translators
  - WDB Indianapolis has helped but sustainability is an issue
  - Would like to show participants how to use our systems
- **What infrastructure was in place before the grant started?**
  - We were working with our local adult ed program, state WDB - originally were going to work with us on case management, assist with job placement
    - Relationship didn't go well after grant was awarded, they didn't do what they said they could
  - Worked with some employers that we had trouble with
  - 2-year delay in starting up grant, staff changes
  - Curriculum translated into Spanish
  - Lost some partners in this process
- **Who else have you worked with?**
  - Latinx - focused population, offered to assist but was too expensive to pursue and wouldn't guarantee placement

- What changed around you?
  - Instructors changed, had a lot of crises
  - Built up momentum until COVID-19
  - Adult Ed became a great partner
  - Ivy Tech CC is a possibility, still new?
  - Lost about 3 months

**What are some potential solutions? (Brainstorm)**  
**(i.e., staffing, partnerships, student engagement, etc.)**

- Others have had to rebuild partnership agreements from proposal to delivering program
  - Grant was written when environment is one way, it changed when we started the program
- Paid work experiences were developed for what participants needed and where employers were willing to take risks
  - Some were willing to do registered apprenticeship
  - You are leaving money on the table
  - Manufacturing, IT
- WIOA money is more restrictive - we had more flexibility
- Modified grant to accommodate changes
- Same provider for WIOA and TH
  - Had to set expectations for them and employers
- Employers need to be the priority
  - Can you re-prioritize?

**What might need to happen in order to implement these solutions?**

- Using case managers from adult ed providers for support on job placement if possible
- Have a presentation with WDB employers to engage them
- Consider re-prioritizing staff time to employer engagement and experiment with paid work experience types (OJT, internships, job shadows, etc.)
- Mural board:  
<https://app.mural.co/t/icfpublicsector5487/m/icfpublicsector5487/1606256036908/dfa30dd37b6077108aa7b9076178e11b48ec7214>

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