

**MAX Minutes | June 5, 2020**

*Jacque Joyce, Industry Partnerships Manager*



# **Metro Atlanta** **Industry Partnerships**

A collaboration of **Atlanta CareerRise** and **WorkSource Metro Atlanta**

## Who We Are

**Metro Atlanta Industry Partnerships** is a collaboration of Atlanta CareerRise and WorkSource Metro Atlanta (Atlanta, Cobb, DeKalb, Fulton and Atlanta Regional which serves the counties of Cherokee, Clayton, Douglas, Fayette, Gwinnett, Henry, and Rockdale Counties).



Skilled Employees | Good Jobs | Strong Communities

*Atlanta CareerRise is a regional funder collaborative, bringing together local funders around a shared strategic vision for workforce development in a 13-county region. By pooling and aligning resources from philanthropic, corporate, public and other funders in an investment strategy to achieve its vision, the collaborative is a catalyst to create sectoral workforce partnerships, train workers, and improve workforce practices.*



*WorkSource Metro Atlanta is composed of five boards: Atlanta, Cobb, DeKalb, Fulton, and Atlanta Regional. Together, they work together to meet the training and educational needs of individuals and businesses' workforce needs to ensure the development of a well-trained workforce that will position the region to compete in a rapidly changing global economy.*

## What We Do

We focus on understanding and responding to employer workforce needs and working with a workforce partner network to implement regional job programs that meet the needs of employers and job seekers.

## MAIP Roadmap Teams

- Hiring, Candidate Sourcing, and Workforce Planning
- Training & Registered Apprenticeships
- Employee Success Supports
- Quality Careers and Workplaces
- Career Awareness and Promotion

# MAIP Roadmap 2019-2021



### Hiring, Candidate Sourcing & Workforce Planning

Organize community hiring events, candidate sourcing and workforce planning efforts.

Conduct regional employer hiring fairs based on local needs and employers.

Define Regional Community Hiring Model and promote and use with existing and potential area employers.



### Training & Registered Apprenticeships

Lead pre-hire, incumbent and apprenticeship projects, to ensure competence.

Convene the Metro Atlanta Apprenticeship Network to align regional efforts.

Map Top Jobs requirements and Work-Ready Skills to align, and scale programs across region.

Partner with TCSG and WorkSource to align program offerings with Metro Atlanta Top Jobs, Hope Career Grant and ETPL.

Increase the use of WIOA the ETPL process through partner education and mentoring.



### Employment Success Supports

Address job seeker barriers to ensure employment success.

Conduct regional work-readiness fairs, with network partners, to eliminate job seeker barriers (i.e. housing, transit, childcare, veterans and returning citizens) to increase work readiness and employment success.

Disseminate employer best practices in working with individuals with barriers through network convenings, employer visits and recognition.



### Quality Careers & Workplaces

Foster inclusive and equitable workplaces where employees, companies and communities thrive.

Create employer toolkit for career development pathways and workplace best practices.

Celebrate and disseminate employer best practices through network convenings, employer visits and recognition.



### Career Awareness & Promotion

Engage students and underrepresented communities promoting opportunity and diverse and inclusive workplaces.

Align area school districts CTAE and WBL career paths with industry needs, Metro Atlanta Top Jobs and Work-Ready Skills.

Assess, promote and scale K-12 career exploration programs in Metro Atlanta schools that align with industry needs.

Leverage network partners and resources in support of 100k initiative and other similar youth initiatives.

## What Employers are Telling Us:

1. **Healthcare, Information Technology and Supply Chain are posting the majority of jobs** right now and it's expected we'll see more industries/businesses "dip their toes" into hiring as the economy recovers.
2. **Many employers are struggling financially.** Each industry is a mixed bag with unique factors.
3. **Returning to work safely remains a concern for job seekers** - All companies are now in the business of public health. "Work from home" is one of the most frequent criteria in current searches.
4. **Organizations are likely to accelerate their transition to sourcing and hiring candidates** virtually and career seekers will need to be prepared for this, including completing online applications, digital resumes, and virtual interviewing.
5. **Employers increasing virtual work & making other adjustments to their staffing models** - career seekers will need to know how to work remote.
6. **Many Employer have ramped up the EAP services** to ensure their employees can meet their basic needs.

## How Can Workforce Partners Help?

1. **Prepare Job Seekers for virtual job searching** – we expect virtual fairs to stay as a viable hiring option for employers in the future.
2. **Prepare Job Seekers to work virtually** – many employers plan to provide more robust virtual working options.
3. **Advocate for addressing the long-standing digital divide issues** that leave some people behind, a factor that this evolution may exacerbate.
4. **Be prepare to help an influx of Job Seekers after July.** Many public supports, specifically Unemployment Insurance, are set to expire at the end of July.





# Supportive Hiring & Employment Program

*A MAIP Collaboration*

The Supportive Hiring & Employment Program (SHEP) is a collaboration of the MAIP Network. Designed to provide guidance, resources and opportunity to those facing significant challenges to achieving and sustaining employment, career progression and family sustaining wages, SHEP brings together industry and workforce partners to provide hiring opportunities, learning and supportive services that meet career seekers where they are and help them move forward to where they aspire to be. We do this through regional coordination, technical assistance and network capacity building of;

- Industry and Job Seeker Focused Hiring and Supportive Service Events
- “Career-Ready” Counseling and Guidance
- Promoting and Supporting Employer-Based Career Pathway Programs



peers understand-others like-minded improve  
regular-meetings learn-about-myself discuss  
network systems-together common-goals  
experience greater-than-parts  
knowledge ideas  
better-worker

# Get Involved

## Digest & Webinars

Metro Atlanta Industry Partnerships  
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### MAIP DIGEST

MAY 28, 2020

## SUPPORTIVE HIRING & EMPLOYMENT PROGRAMS

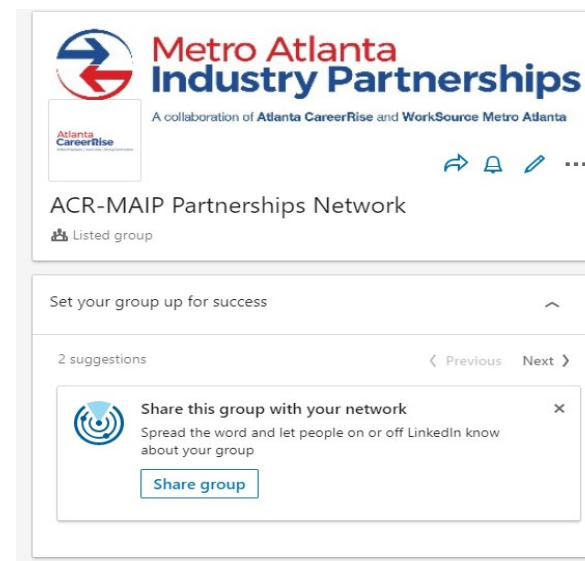
Supportive Hiring and Employment Programs provide services to all career seekers with a special focus on serving those with the highest barriers to employment. As the economy and workforce landscape has drastically changed over the past few months, it is important to keep the most vulnerable career seekers at the forefront of our work with extra support and services. The advice from the expert panel at the May 28th MAIP Bi-Weekly Update Webinar, along with research presented by Atlanta CareerRise on provider and job seeker needs, highlights the importance of these programs.



## Roadmap Teams & Learning Communities



## ACR - MAIP Linked in Group



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