

Other Opportunities for Engaging Employers: Promising Practices and Employer Driven Initiatives

Employer Engagement ideas

- Work-based learning
- Reviewing and approving curricula
- Participating on an employer advisory board

Employer driven strategies—maybe you can join in?

- Anchor Institution Hire Local strategies
 - Cleveland: Greater University Circle Initiative
 - Philadelphia: West Philadelphia Initiative,
 - Detroit: "Live Local, Buy Local, Hire Local" initiative
- Sector Strategies-National Fund for Workforce Solutions
 - Bay Area Workforce Funding Collaborative
 - The Chicagoland Workforce Funder Alliance
 - Cincinnati Partners for a Competitive Workforce
 - SkillUp Washington
 - Baltimore Workforce Funders Collaborative

Program example: The New York City Workforce Innovation Fund's workforce partner, NYACH, and its partners engaged six hospitals in a new RN Transition to Practice program in 2014 for unemployed licensed nurses who have been unable to attain employment as a nurse due to a lack of experience

- CareerStat sponsored by National Fund for Workforce Solutions
 - Encourage more health care employers to invest in the skill and career development of their workforce by:
 - Recognize employers whose programs are national models;
 - Share the reasons why these employers choose to invest in their frontline workers, and how the organization benefits from this investment; and
 - Provide examples of the many ways that these employers provide programming and other supports to employees, so that other employers may be inspired to start or grow their own career development programs.

Example CareerStat Frontline Worker Champion Healthcare Systems:

- Brigham and Women's Hospital, Boston, MA
- Johns Hopkins Hospital and Health System, Baltimore, MD
- Norton Healthcare, Louisville, KY
- University Hospitals, Cleveland, OH

Effective Practices at University Hospitals in Cleveland

- Set aside job requisitions in strategic target areas for local hire and incumbent advancement programs
- Meet with business partners to create successful employee profile
- Pre-employment workshop
- Job coach on-site for first six months of employment
- Externship to hire processes

Promising Practices

- College Instructors as Job Developers
 - Clinicals and Internships: how does the hospital convert to hire?
 - Relationship building
 - Adjustments to curriculum based on employer feedback on externs

North Dakota Nursing and Demographic Study

Produced geographic information systems maps to document

-total number of employed RNs and LPNs in the state

-the percentage of employed RNs and LPNs per 100 people

-the percentage of Native Americans among these occupations

Then did additional outreach and job placement in counties underserved by RNs and LPNs, particularly Native American nurses.

Used data to engage health care employers to improve opportunities for Next Steps graduates

Employer Panels at Central Community College, Nebraska

- Talk to students to give realistic overview of jobs and how to be a successful candidate
- Job Shadows
- Maintain regular communication with existing employer partners
- Convene roundtables, focus groups, job fairs to connect with and educate current and future employer partners.
- Participate in employer association meetings

Milwaukee Area Workforce Investment Board

- Newsletter shows data, scorecards, success stories, labor market info and news

San Diego Workforce Partnership, Inc.

- Analyze local labor market trends through one-on-one consultations with hospitals and other health care employers,
- Use data to identify and define barriers or issues that prevent students from rapid employment placements.
- They found students' limited job application and interviewing skills were some of the biggest barriers hindering the program's placement rates.