



SHARING CHALLENGES & PROMISING PRACTICES INCUMBENT WORKER STRATEGIES

H-1B Technical Assistance Peer Cohort Call
May 24, 2023

AGENDA



- Welcome
- Introductions
 - Share your name/affiliation/location/key sectors via chat
- Discussion of Challenges
- Panel/Discussion of Strategies & Promising Practices
- Resources
- Upcoming Events
- Next Cohort Call



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FACILITATORS



WHY PEER-TO-PEER?

- Connect with peers doing similar work
- Share challenges and promising practices
- Solve problems by engaging the crowd and its wisdom
- Spread the word about high-value resources and events



WHAT MAKES AN EFFECTIVE VIRTUAL CONVERSATION?



ENGAGE EVERYONE



BE HEARD AND SEEN



ACKNOWLEDGE SPEAKER



MAXIMIZE MICROPHONES



MINIMIZE NOISE



MAXIMIZE VISUAL DISPLAYS



WHY INCUMBENT WORKERS?

- Performance outcomes
- You've asked for help
 - During our coaching calls
 - During previous TA calls on the topic
- Some projects are pivoting to incumbent workers as hiring has slowed in their communities.



LET'S USE MENTI TO SHARE EXPERIENCES

- Using your phone (or another tab), go to Menti.com.
- Enter the code 7216 7630
- Answer the questions you see (we'll show them on the screen).



SERVING INCUMBENT WORKERS



WHAT IS AN INCUMBENT WORKER?

- Incumbent Workers: Individuals who are employed but need training to upgrade their skills to secure full-time employment, advance in their careers, or retain their current positions within H-1B occupations and industries. This definition includes newly hired workers and workers whose hours have been reduced and/or earnings have declined. (FOA p.23)

¹Source: One Workforce FOA



DESIGN CONSIDERATIONS

INCUMBENT WORKERS

1. Identifying and engaging incumbent worker candidates

2. Getting employer partners interested and engaged

3. Developing training approaches that are responsive to worker and employer needs



PARTICIPANT-RELATED CHALLENGES

- Identifying eligible individuals
- Lack of worker interest in participating in training
- Barriers to accessing training (time, skills, broadband, etc.)
- Needs for wrap-around support (stipends, childcare, transportation, etc.)



EMPLOYER- RELATED CHALLENGES

- Identifying employer partners
- Overcoming resistance to 'Government Programs'
- Structuring employer-friendly agreements, processes, cost-sharing protocols, etc.
- Accommodating training in the workplace or on worktime



GRANTEE PANEL DISCUSSION & DISCUSSION OF STRATEGIES AND PROMISING PRACTICES

- CALUMET AREA INDUSTRIAL COMMISSION
- ICF
- WORKFORCE ALLIANCE OF SC KANSAS





CALUMET AREA INDUSTRIAL COMMISSION

Serving Chicagoland and NW Indiana in Advanced Manufacturing

- Our Why – Incumbent Worker training is a great way for employers to upskill current employees to fill positions and help employees gain skills sets they need to receive a promotion and/or salary increase or retain their employment.
- Employers are investing in employee's professional development and personal growth therefore they can increase employee retention rates.



PROGRESS & LESSONS

Progress to Date

- 127 Incumbent Workers
- 37 Registered Apprentices
- 23 Retained Employment
- 16 Advanced/Salary Increase

Program Partners are Key to Success

- 12 Training Partners (e. g., Ivy Tech, Prairie State College, Joliet Junior College, Daley College)
- Strong Working Relationship with Funding Sources (e.g., CCWP, DCEO, DOL)
- Various Employer Partners that we work with on apprenticeships and incumbent worker training
- More than 150 Member Companies



PROGRESS & LESSONS CONT.

What We've Learned

- Outreach and collaborating are vital to the success of your program
- Co-Enrollments in Incumbent Worker/Apprenticeship Funding
- Having a strong employer point of contact for tracking /follow up purposes
- Work with educational institutions/partners workforce development department to identify employers with needs to be fulfilled

Improvements made

- Bringing the right players to the table
- Having initial conversations with all parties to understand the needs of employers/what they hope to accomplish
- Understanding short/long term trainings/expectations of completion/mandates of the program



**SPEAKER
BRIDGET
BROWN, ICF**



ICF

- About the Projects

- National scope
- IT and Cybersecurity

- Why IWT?

- To help participants advance along their career pathway
- Provide more opportunities for those entering the industry
- Help employers remain competitive



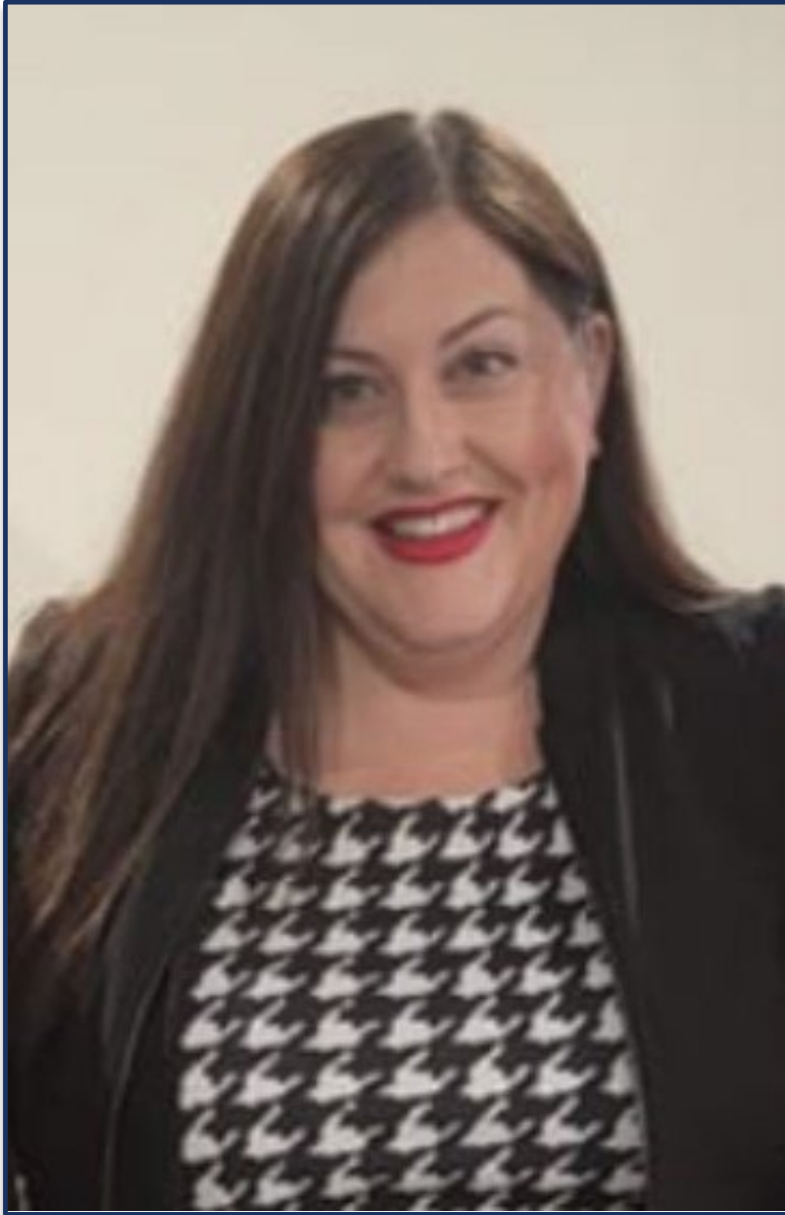
PROGRESS & LESSONS

Progress to date

- 12 Employers
- 183 IWT opportunities
- 13 actual IWT trainings

What we've learned

- It is not as easy as it looks!
- Differing opinions on importance of credentials
- Partnering is essential



WORKFORCE ALLIANCE

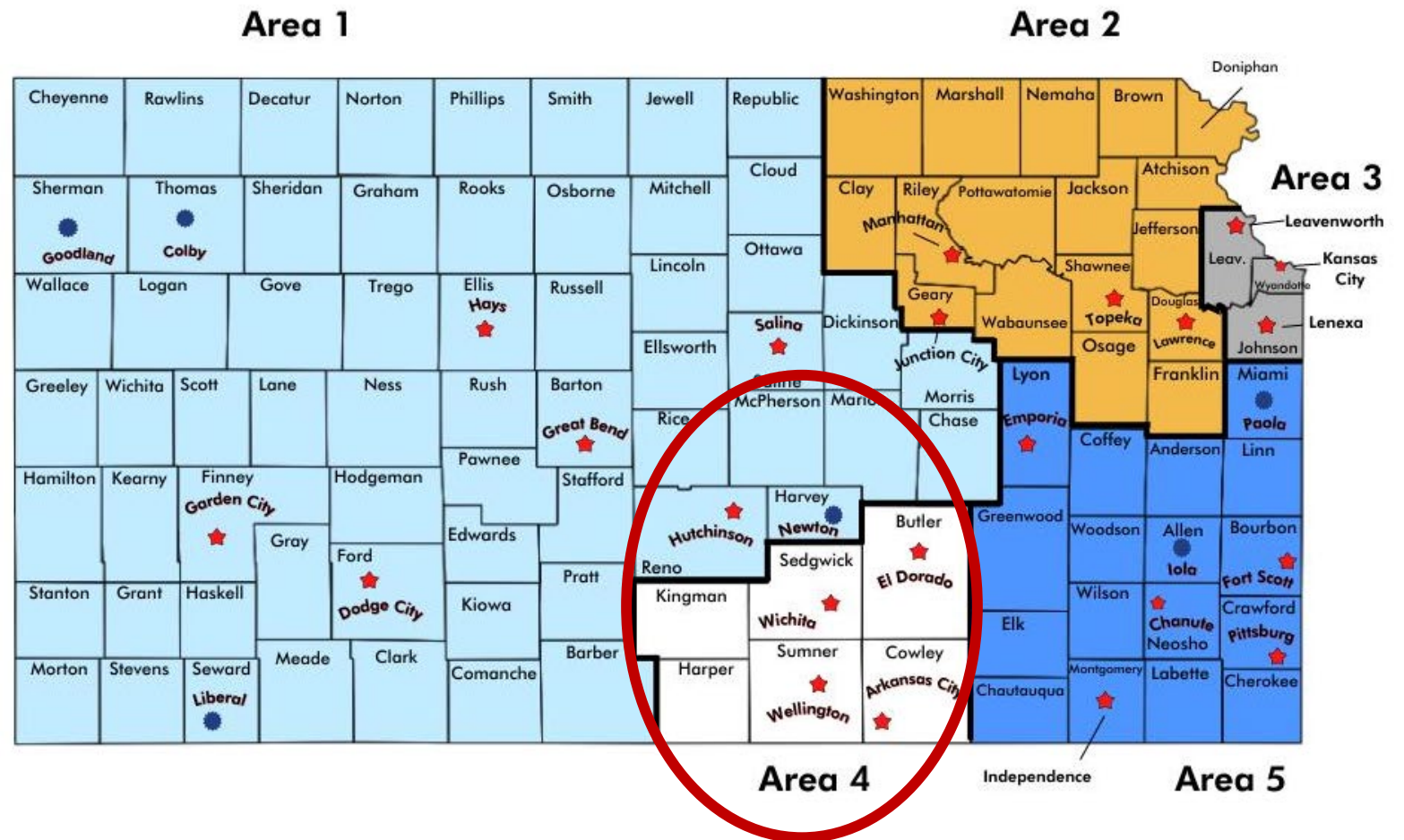
- **Amanda Duncan**, VP & Chief Business Development Officer
- **Crosby Branham**, Program Manager

WORKFORCE ALLIANCE OF SOUTH CENTRAL KANSAS



Advanced
Manufacturing
Information Technology

INCUMBENT WORKERS





PROGRESS & LESSONS

Progress to date

- 142 IW Served
- Strategies
 - Company Cohorts
 - Customized/Industry Training
 - Registered Apprenticeships

What we've learned

- Improvements made
 - Use of DocuSign
 - Forms
- Key lessons
 - Better talking points on eligibility for company to share
 - Engage employers on all trying types to increase IWT



DISCUSSION & QUESTIONS



SHARE ONE
TAKEAWAY VIA
CHAT!





RESOURCES

- Innovative Strategies for Serving Incumbent Workers Resources

A [collection of resources](#) resulting from a grantee conversation about how training incumbent workers differs from training unemployed and underemployed workers, includes specific recommendations on how to engage with small-to medium-sized employers for incumbent worker training, since large companies often have in-house training programs.

- Incumbent Worker Training Expert Dialogue

[This dialogue](#) explores the ways in which employers think about, plan, and deliver incumbent worker training programs, the benefit these programs afford employers and workers, and effective strategies to serve incumbent workers.

- Business Engagement Series: Incumbent Worker Training #1

Three states and local workforce areas discuss their approach to using incumbent worker training as a business service in this [45-minute session](#).

UPCOMING EVENTS

- **June Web Forum: Effective Strategies for Retention and Completion: Part II**
June 27, 2023, 3:00-4:30 pm, EST. Open to all H-1B Rural Healthcare and One Workforce grantee teams. See calendar appointment.
- **Additional Workforce GPS Events -**
<https://www.workforcegps.org/events>





QUESTIONS?



THANK YOU!