



2018.02.14.A.2

Strategic Policy

Title:	Sector Strategy Policy
Adopted:	February 14, 2018
Effective:	February 14, 2018

I. PURPOSE AND SCOPE

Sector strategies are regional, industry-focused approaches to building a skilled workforce and are an effective way to align public and private resources to address the talent needs of employers and define and build career pathways for workers. Evidence shows that sector strategies can simultaneously improve employment opportunities for job seekers and enhance the competitiveness of industries. Effective sector strategies rely on strong sector partnerships, sometimes referred to as “industry partnerships, workforce collaboratives or regional skills alliances.” These partnerships are led by groups of businesses within a critical industry cluster working collaboratively with workforce development, education and training, economic development, labor and community organizations.

The Workforce Innovation and Opportunity Act (WIOA) clearly establishes sector strategies as a primary approach for meeting employer needs while simultaneously building and defining career pathways for individuals. WIOA provides a clear definition for sector or industry partnerships, requires the development or convening of industry or sector partnerships at the regional level and mandates that strategies for convening sector partnerships be a clear part of a state’s vision for achieving key workforce and economic development outcomes.

This policy lays out the State of Florida's strategic vision for effective sector strategies, as outlined in the following strategic framework:

- Driven by High-Quality Data
- Founded on a Shared, Regional Vision
- Directed by Industry
- Lead to Strategic Alignment
- Transform How Services (jobseeker/worker and employer) are Delivered
- Measured, Improved and Sustained

This policy applies to CareerSource Florida and all 24 local workforce development boards. It requires local workforce development boards to include their approach to establishing, implementing and sustaining effective sector strategies in their local workforce development plans.

II. BACKGROUND

The publicly funded workforce system envisioned by WIOA is quality-focused, employer-driven, customer-centered, and tailored to meet the needs of regional economies. In collaboration with partners, it aligns workforce development, education, and economic development programs and resources with regional economic development strategies to meet the needs of local and regional employers and provide comprehensive, accessible and high-quality career opportunities for job seekers and workers. Achieving this vision for the workforce system depends upon the development and implementation of industry sector strategies.

CareerSource Florida, Inc., is the principal workforce policy organization for the state that designs and implements strategies that help Floridians enter, remain in, and advance in the workplace, so they may become more highly skilled and successful. This benefits Floridians, Florida businesses and fosters the development of the state's business climate. Development of sector strategies and career pathways is a component of Florida's Statewide WIOA Unified Plan.

To build the capacity of the state and local workforce system, much foundational work was completed in 2016-17 by CareerSource Florida and local boards. Technical assistance, assessments, meetings, and workshops were held throughout the state. Workshops included input from workforce, education, economic development and business partners. This fostered an understanding of sector strategies and emphasized the importance of aligning all talent development activities with economic development strategies. Extensive work was completed with the development of technical assistance plans and outreach materials for local boards to enhance sector strategy planning and implementation.

III. AUTHORITY

[Public Law 113-128, Workforce Innovation and Opportunity Act \(2014\)](#)

[Chapter 445.004, Florida Statutes](#)

I. HISTORY

Date	Description
02/14/2018	Approved by CareerSource Florida Board of Directors.

II. ATTACHMENTS

None.