



# Regional Strategies

non-traditional, cluster-based grant programs

## **Dream It Do It North Texas**

*Advanced Technology and Manufacturing*

*North Texas*

**Meeting Industries' Critical Workforce Needs**

# Dream It Do It North Texas

## Executive Summary

- The desired outcome is to increase the number of Advanced Technology and Manufacturing (ATM) Businesses and jobs in the North Texas Region
  - 50 New ATM Businesses in North Texas
  - 3000 New ATM jobs in North Texas
  - 400 Job Training Opportunities, 200 Internships
  - 4,500 Students introduced to ATM Career opportunities and potential.

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## Regional Partners and Stakeholders

- Key partners:
  - Workforce Solutions for Tarrant County, UT Arlington, Tarrant County College South East Campus, Arlington ISD
- Key stakeholders
  - Advanced Technology and Manufacturing Businesses including:
    - Lear, General Motors, National Semi-Conductor, Bell Helicopter, Progressive Inc., Iscar Metals, Inc., A E Petsche Inc., and Leggett and Platt Inc..
  - Industry advisory groups
    - National Association of Manufacturing, Texas Manufacturers Assistance Center
  - Regional leadership and planning agencies
    - Regional Workforce Leadership Council
  - Target impact group (s) include
    - Incumbent workers
    - Youth entering the pipeline
    - Attraction and retention of students
    - Transitioning workers
    - North Texas ATM Business community.
    - Regional ISD

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## Cluster Impact Strategies & Deliverables

### ■ Strategy

- Build a collaborative team that includes key stakeholders from business, education, workforce development, and the community. Outcome will be a leadership collaborative with strong “trust relationships” that will lead to more effectively leveraged resources supporting the development of an innovation based advanced technology and manufacturing economy in North Texas.

### ■ Strategy

- Significantly recruit participation from affected industry members to guide outcomes that will have the greatest probability in employment and increased retention. The goal is to attract 100 businesses to participate.

### ■ Sustainability Strategy

- Create such added value to industry members that they will sustain the program financially. This will increase membership from the ATM industry in the Chamber as well as increase their knowledge and use of related workforce development services.

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## Key Issues and Challenges

### ■ Process issues

- Having collaborations in place prior to actual grant process is very advantageous.
- Establishment of “Trust Relationships” that involve mutual benefit and shared financial resources.

### ■ Project issues

- **Defining the problem or opportunity:** Working with Business partners to listen to what they identify as being their critical needs.
- **Developing regional partnerships:** Regional partnerships are critical and yet some of the most difficult to establish and maintain due to political realities.
- **Identifying resources:** Allocation of funds to the project, rather than the partner’s budgets
- **Prioritizing strategies:** The collaborative must work quickly to develop strategies to identify the specific target audience that will allow for early momentum and success.
- **Defining skill needs of target industries:** Conducting a regional skill gap analysis is only part of the solution. The results must be verified by business partners who will hire for the positions trained.
- **Attraction and recruitment:** Finding the appropriate participants can be enhanced by combining the experience and knowledge of the partners of the collaborative.
- **Retention in education and training programs:** School, college, and university partners must be a part of the collaborative for retention to be accomplished. Education leaders must have ownership in the collaborative.
- **Other:** For collaborations to be successful “Trust Relationships” must move beyond the top levels of management. Persons below the top levels must be led by persons at the top level to have ownership with the collaboration in order that “Trust Relationships” may truly develop organizationally.

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## Primary Contacts

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