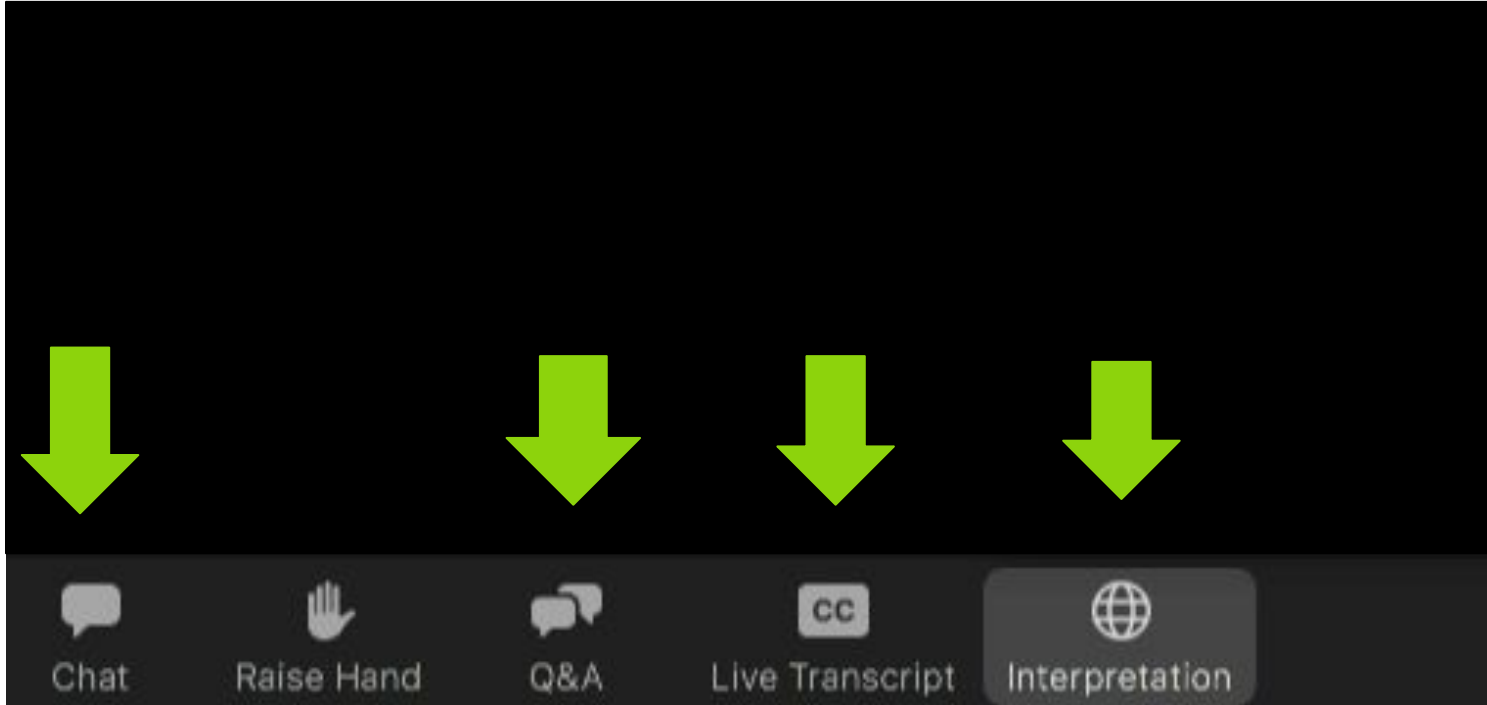


Collaborating for Success

Strategies for building strong workforce
development partnerships

Housekeeping



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What do we aim to achieve from today's session?

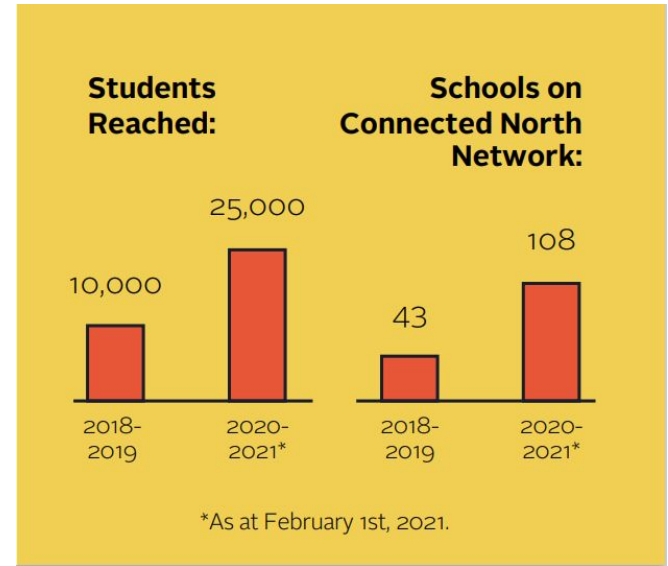
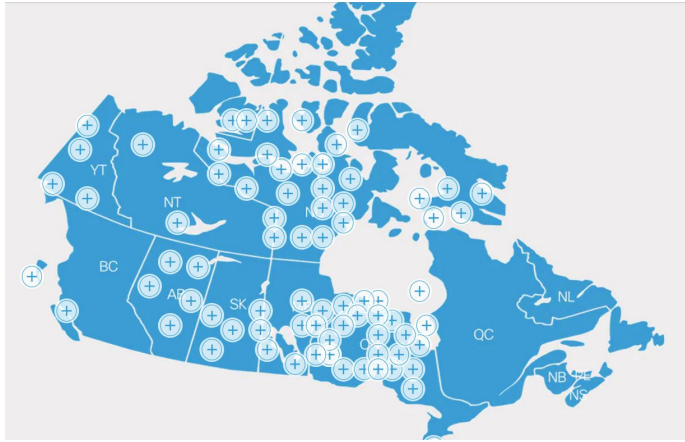


- Understanding partnership building
- Highlight the lifecycle of partnership building and how to prioritize
- Share some best practices and tools in developing effective partnerships
- Present tools for planning and evaluating partnership development

The background of the image is a dark grey gradient, overlaid with numerous thin, diagonal streaks of light. These streaks are primarily in shades of green and yellow, with some transitioning into blue and purple towards the bottom left corner. The streaks vary in length and brightness, creating a sense of motion and depth.

Why?

Case Study: CISCO & Connected North



“Be rigorous in scoping the issue, understanding who the key stakeholders are to identify potential partners at an early stage. Build the pilot solution and start small – in our case – one school. Engage governments and key potential funders early on – if the pilot is successful, you will be better positioned for potential funding partnership for scale. Invite input into pilot design. This approach was highly successful for us and resulted in full funding partnership with the Government of Nunavut.”



Benefits of Partnerships

Impact

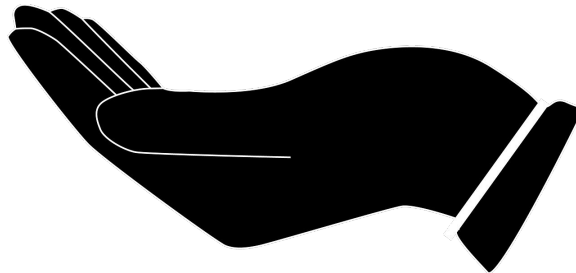
Innovation

Resources

Equitable
services

Skills

Efficiency

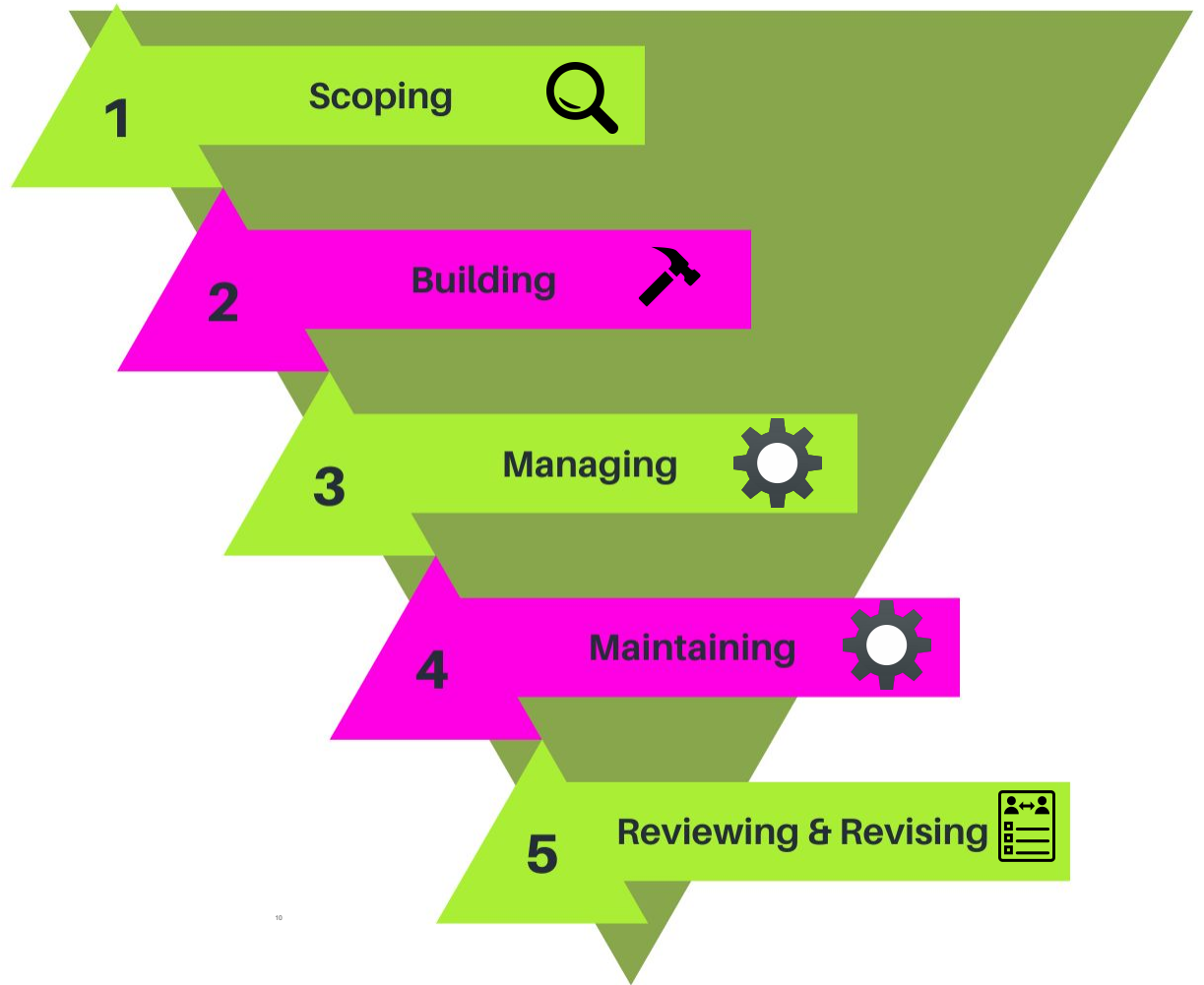




Features of Successful Partnerships

- Commitment at senior level
- Balance of responsibility between partners
- Identifying the necessary skill mix
- Understanding of organizational cultures
- Clear shared vision and goals
- Achievable outcomes
- Regular evaluation

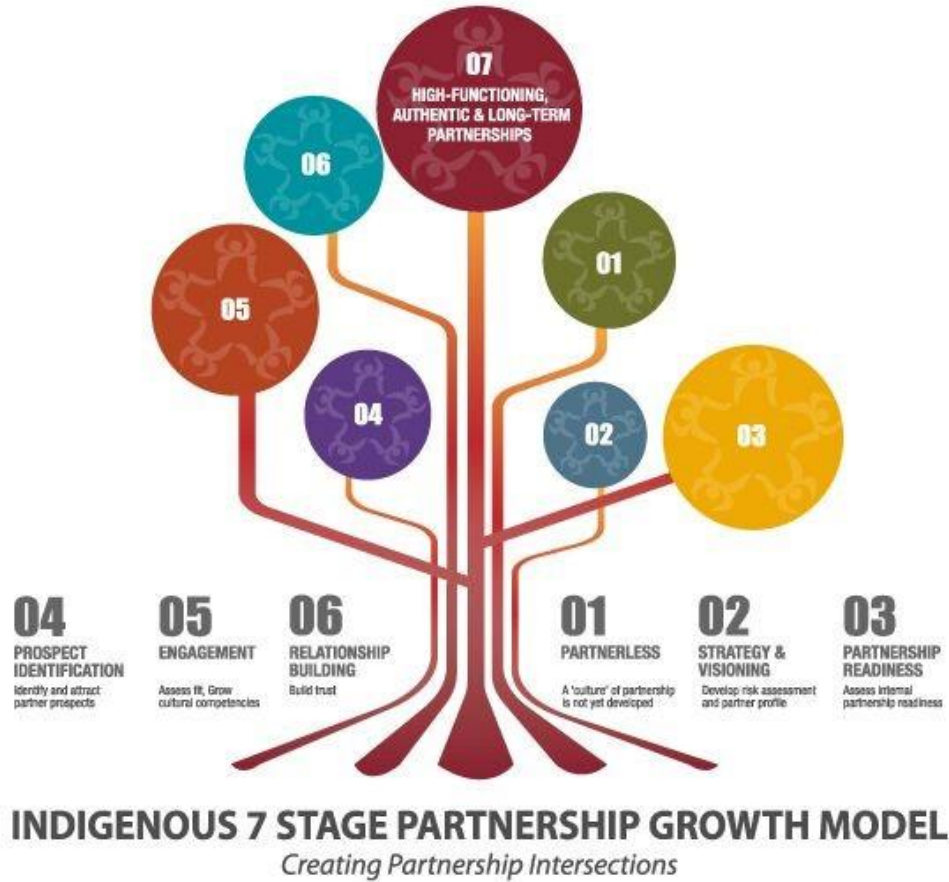
**PARTNERSHIP
LIFECYCLE**





What is involved in scoping?

- Understand your organizations needs and goals
- Defining partnership purpose
- Partner prioritization



What can our organization **contribute** to a partnership?

Do we have **commitment at all levels** across our organization to partner?

Do we have the **capacity** to partner right now?

What do we **hope to get** out of a partnership?

Do we have the **TIME** to devote to making the partnership successful?

Do we have a **welcoming culture**?



S

SPECIFIC



Make goals clear and **specific**.

M

MEASURABLE



Define **measureable** assets.

A

ATTAINABLE



Confirm your goals are **attainable**.

R

RELEVANT



Verify your goals are **relevant**.

T

TIME-BASED



Set up a **time-based** plan.

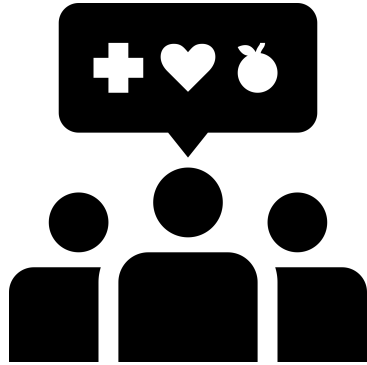


What are your organizational goals of partnering?

- Outreach
- Complementing Skills
- Scaling
- Financial & other resources



🔍 Determine what type of organization best aligns with your goals



**Community
Partners**



Government



**Post Secondary
Institute**



Business

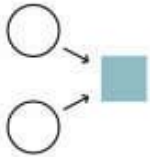


Determine what type of organization best aligns with your goals

Goal	Government body	Non-profit organization	Corporation	Academic institution or researcher
Sponsorship or Funding	X		X	X
Marketing and Advertising		X	X	
Social media and Communications		X	X	
Data collection, Research, and Development	X	X	X	X
Project Evaluation	X	X	X	X
Outreach		X	X	X

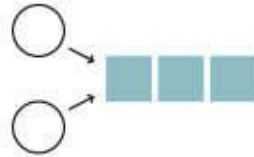
Goal	Government body	Non-profit organization	Corporation	Academic institution or researcher
Networking	X	X	X	X
Changes in policy	X			
Community involvement and Social responsibility		X	X	
Human resources and Volunteering	X	X	X	X
Providing or Receiving training and workshops	X	X	X	X
Scaling	X	X	X	
Events		X	X	

CROSS-SECTOR PARTNERSHIP MODELS



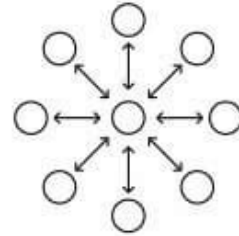
Joint Project

Short-term, one-time collaborative effort or single project



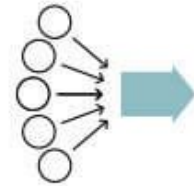
Joint Program

Multiple projects, work streams, or deliverables around a single focus area with a small set of partners



Multi-Stakeholder Initiative

Partners and resources aligned to drive systemic change on a common agenda; often requires a secretariat and a governance structure



Collective Impact

Long-term commitments to a common agenda, with many actors and independent workstreams



Aligning goals and prioritizing partnerships

Visions & Goals

Projects

Values

Strategies

Scoring →
Potential Partners

	Wild Spaces	Healthy Communities	Climate Change	Parks Ballot Initiative	Sust. Econ Devo	Democratic power building	Equity in action	Grassroots org	Decision Maker	Relationships	Research/ Policy	Indications
Scoring	1-3	1-4	1-3	1-3	1-4	1-3	1-5	1-5	1-5	1-5		
Friends of the Valley	3	2	2	1	2	1	0	2	2	1	16	
Wild Winding Waters	2	1	2	1	3	1	2	3	2	3	20	
BFFs - Best Furry Friends	1	0	1	2	1	2	1	4	1	2	15	
Trees'r'Us	3	2	2	3	2	2	1	2	4	2	23	
Climate Clam-pions	3	2	3	1	3	1	3	1	2	5	24	
Immigration Rights Org	1	3	1	2	4	3	4	3	3	2	26	
Identity-based Community Group	1	4	2	1	3	3	5	4	2	1	26	
Environmental Justice Org	2	3	3	2	2	1	5	3	3	3	27	
Local Indigenous People, Pueblo, Tribe, or Nation	2	3	3	1	3	2	5	2	2	1	24	
Local Labor Group	1	2	1	1	3	2	2	5	4	3	24	



Building Partnerships





What does initiating a partnership consist of?

Request for partnership

- Addressing the right contact
- Focusing on reciprocity and mutual benefit
- Beginning the process of managing expectations

The first conversation

- Matching and assessing capacities
- Introductions
- Managing relationships



What does initiating partnership building consist of?

Follow - up

- Timing
- Call for action/
next steps
- What to do if
things go well
- what to do if
things go poorly

Accountability

- Tracking and
keeping records
- Reflecting on
progress



What to include in partnership agreements?



People involved



Timeline of the project



Nature of the project (goals and aims)



Tasks and responsibilities



Financial, human, and physical (equipment or space) resources



Information sharing agreement or data agreement (ownership, storage, etc.)



RACI Matrix

RACI Example	
---------------------	--

Actions for Pursuing Strategy
RACI (Responsible/Approve/Consults/Informed)

Item/Description	Name	Name	Name	Name	Name	Name	Name	Name	Name	Name
Develop Strategy – Establish approach – Set Priorities – Develop Action Plan – Completed Strategy	I	C	I	R	I	I	I	C	I	C
Establish Core Team – Define Purpose – Define time commitments – Define Roles & Responsibilities – Identify necessary skills – Identify technical support resources – Identify core team members – Core Team Established	C	I	R	C	I	I	I	C	C	C
Establish Extended Team – Define Purpose – Define time commitments – Define Roles & Responsibilities – Identify necessary skills – Identify technical support resources – Identify extended team members – Extended Team Established	I	R	I	I	I	I	I	I	I	I
Pilot and Validate Policies & Standards – Introduce Policies & Standards – Develop Communication Plan – Identify Initial Business Audience – Schedule Information Sessions – Travel Arrangements – Publish Standards and Policies	C	C	I	I	I	I	R	I	I	C



What to include in partnership agreements?



Communication expectations



Knowledge Mobilization Plan



Risk management



Termination



Assessment plan



Reviewing and Revising Partnerships

- Ongoing monitoring helps address challenge and successes
- Leads to long lasting or enduring partnerships
- Assessment is an important measure of impact

TIP - Include wording in the partnership agreement to ensure assessment and evaluation take place:

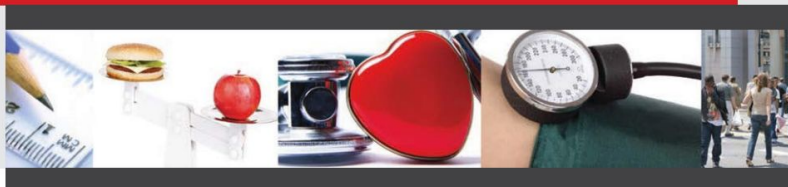
“The partners will review their engagement every [X] months in order to make adjustments, if necessary”



Tools to Evaluate Partnerships

Evaluation Guide

Fundamentals of Evaluating Partnerships



- **Sample Evaluation Questions & Methods**
- **Partnership Evaluation Plan Template**
- **Partnership Membership Assessment Tool**
- **Sample Meeting Effectiveness Survey**



What tools do you need in your partnership journey?





Key Points To Remember

- To Thine Own Self Be True
- Go Slow to go far
- If it isn't written it isn't known

Let's Chat!



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info@researchimpact.ca



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