

## SYNC OUR SIGNALS afternoon breakout sessions analysis

Sync Our Signals (SOS) is Hope Street Group's flagship workforce initiative focused on ensuring there is clear signaling between employers, individuals and training providers on the competencies required for success in a career pathways. We approach SOS by taking an integrated network approach by involving leading organizations from both the demand and supply side of the marketplace to advance competency based career pathways. Hope Street Group has begun implementing SOS with programs in three industries: healthcare, retail and manufacturing. From the input and feedback we have received from the SOS network and our experience in these three industries, we have identified the successful determinants of this approach are the following: initiatives must be employer-led, supported by community collaboratives and committed to validation and measurement.

In 2016, Hope Street Group formally launched Health Career Pathways, in partnership with the White House, in seven regions across the country. We also continued our management of the Retail Community of Practice, funded by the Walmart Foundation, and began working on building a Manufacturing Community of Practice. Through this work we identified and elevated a number of best practices, but at the afternoon Colloquium breakouts, we wanted to focus on addressing existing challenges to accelerate the impact of SOS. **Utilizing interactive sessions, participants collaboratively produced solutions and designed platforms to inform the SOS network's direct work and blueprint for wide-scale employer adoption.**

CHALLENGE	SOLUTION
Effectively replicating best practices	<ul style="list-style-type: none"> <li>Leverage national partners already working at scale</li> <li>Build capacity of better performers</li> <li>Build a Community of Practice with shared lexicons and tools</li> <li>Increase the role of technology</li> </ul>
Foster greater collaboration across the jobs marketplace	<ul style="list-style-type: none"> <li>Engage a third party acting as an evaluator to help overcome mistrust and misunderstanding between stakeholders and provide valuable data analysis</li> <li>Utilize technology as an intermediary</li> </ul>
An effective and validated way for individuals to signal their skills to employers	<p>PITCH IDEA - COMMON TRANSCRIPT Provision of service that defines an individual's skills and translates them into competencies on a common transcript with standards set and validated by employers</p> <p>PITCH IDEA - LOVEMYJOB.CAREERS A Career Discovery mobile marketplace platform powered by natural language and deep learning artificial intelligence</p>
Navigate the plethora of current workforce initiatives in the market e.g. curricula and training	<ul style="list-style-type: none"> <li>Create common, simplistic lexicon with shared definitions</li> <li>Credential validation by a third party</li> <li>Employer involvement in training design and implementation</li> <li>Incentives for employers to test promising practices</li> <li>Viable feedback loops to demonstrate value to stakeholders</li> <li>PITCH IDEA - UPLADDER</li> <li>Scalable Career Coaching: A SaaS platform that outsources career services, leverages WDI data and other skills-based services, and aggregates career coaches on a single platform</li> </ul>
Ensure systematic change is sustainable at scale	<ul style="list-style-type: none"> <li>Construct compelling ROI calculations to incentivize changes in practice</li> <li>Sustain the SOS network approach through scaling process</li> <li>Integrating competency-based approaches through all levels of education (K-12, post-secondary and alternative programs)</li> </ul>

## NEXT STEPS

The breakout groups reinforced the significance of a network-based approach to transform the jobs system. Those in attendance will newly join or continue their participation in the SOS movement and commit to align their initiatives and/or products to:

- Facilitate employer transitions to competency-based, selection, and hiring practices;
- Signal to the learning community what those competencies are and how to supply them to individuals; and
- Empower individuals, through informed learning, with better access to tools and innovation.

Specifically, Hope Street Groups will engage the SOS network in our three industry programs and integrate relevant tools, practices and partners, especially those that can help overcome stated challenges. We will inform the network of our impact, barriers and opportunities for scale and request that members share this same information with us to properly document and measure our collective efforts. This process will mobilize Hope Street Group and our wider SOS network to progress some of the solutions generated at the Colloquium. Hope Street Group will also infuse the collective thinking from the breakout groups in the next iteration of the SOS blueprint, focused on wide-scale employer adoption. Network members will be invited to inform and provide feedback upon dissemination in Spring of 2017.