The Workforce Plan is Done – Now the Work Begins!

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Regional Strategic Plan

• Identify key sectors and **career pathways** in the region
• Align what **ALL** workforce partners do around these critical career pathways
• Work in synch **as a workforce system** to help low income individuals and those with major barriers to employment travel the path to or remain in (dislocated workers and the underemployed) the middle class
• Increase and measure key training credentials across **ALL** partners
The Local Plan

• How will your local workforce system operate ... Board, workforce partners, AJCC Centers, staff, service providers, training and supportive services ... to achieve your regional and local strategic goals?

• How will your local workforce partners, Centers and services (including the youth program) help key industries and sectors meet their workforce needs?

• Can we expand the pathway to the middle class?
Strategy to Action

• Connect the regional and local workforce plans to an “action plan” with specific steps
• Measure progress quarterly, annually and after two years when the plans are reviewed
• Who will do what by when to achieve your strategic goals?
• Who will oversee progress regionally and locally?
Workforce Alignment

• Align your region’s and your organization’s goals, products and services with the skills and deliverables assigned to your employees, partners and contractors.
• What Board, staff and service provider expertise is needed to get the job done?
• Harvard “Biz-School” mantra: CEO’s lead and innovate, managers get the work done. These are two very different jobs.
Some “Tactical” Goals ...

• Define and measure “training related placements” across the region, including ALL community college and adult ed partners
• Define and measure new credential attainments across the region, again including ALL education partners
• Increase the quality and quantity of “VESL” locally and regionally
• Increase the quality and quantity of work/internship opportunities for young adults
Some “Strategic” Goals ...

• Develop and deliver a common message to business regionally and locally ... Boards, partners, Centers and service providers

• Develop a platform to inform job seekers and youth what’s available regionally and locally across the ** whole workforce system **

• Grow opportunities for young adult engagement in work and advanced training, particularly in key career pathways and in the “Gig-based” economy
Some Strategic Goals ...

• Identify and tap new workforce resources
• Develop new and better ways to reach and serve workers ... upgrade, incumbent worker training and “move-up”
• Think through how regional sector and career pathway work will be aligned ... consider all workforce partners, local workforce areas, service providers and Centers
Action Steps ...

• Finalized by each committee

• Assigned, measurable and with a due date

• Drive your organization’s Board, Committee, staff and WorkSource Center operations
What Else???

• What other tactical and strategic goals will your workforce region or local workforce area work on?
• What is your plan to make and measure progress over the next two years?
• By whom and how will progress be tracked?