

Monthly Strategic Planning Committee

April 14, 2021

Attendees:

Ravi Respeto (Chair)
Dave Kilgore
Stephanie McNamara
Naomi Aitken
Don Shotwell
Jeff Earney

The meeting was called to order at 1:00 p.m.

The short-term objective is to have the Strategic Plan approved by the Committee prior to the June Board meeting to recommend to the Board. One of the challenges is that there are so many moving parts, it is difficult to narrow the selection to one goal. Our preference is for the Committee to take ownership of the Strategic Plan and the goals.

Priority 1A Highlights:

Dave Kilgore shared the discussions from the Business and Education Outreach Committee meeting. Based on State guidance and best practices, we are moving towards sector strategies. We also discussed career readiness training for job seekers and employers. The Employer Toolkit was presented along with adaptations in the different sectors and to make useful for employers.

Primary goals were set for Priority 1A.

- Expand strategies for meeting the needs of employers, particularly through industry or related to in-demand industry sectors and occupations that build economic equity.
- Sector-focused career pathways approaches help employers expand their pipeline of skilled workers and are particularly effective in helping low-skilled individuals and returning service members with relevant experience to successfully complete training.
- Assist businesses to address turnover and job retention.

3,300 open positions in the region are for entry level positions with 2,700 job seekers within Workforce Area 6. Ravi Respeto suggested an exit interview regarding what they need to further their career advancement. This could be accomplished by creating a form that will be collected to better serve the needs of jobseekers.

NW2W - limited now but expanding in the region; reminder that VCW-P is a core partner with NW2W.

Priority 1B Highlights:

Mentoring and guidance are necessary, not just educators but also employers. That would help them with class selection but also extracurricular and volunteer options to point them in the correct direction.

Ravi Respeto asked if we could give some examples of the types of jobs fall under each sector. Dave Kilgore responded that this will be a part of the employer toolkit and as well as data with projected growth for sectors. This data will used to ensure we are prepared to meet future employment demands.

- Primary goals were set for Priority 1A.
Primary goals were set for Priority 1B.

- Expand strategies for meeting the needs of workers and jobs seekers, particularly through industry or related to in-demand industry sectors and occupations that build economic equity and community wealth.
 - Identify multiple strategies to support individuals, including low-skilled adults, youth, and individuals with barriers to employment (including individuals with disabilities), with workforce investment activities, education, and supportive services to enter or retain employment.
- Restructure education and training that encourage accelerated attainment of industry credentials and certifications.
- Educate youth on local opportunities and career pathways through connections with employers for exposure and mentorship, apprenticeships, internships, and work-based experiences.
- Expand apprenticeship opportunities; internship opportunities, work-based learning opportunities.

Priority 2 Highlights:

Primary goals were set for Priority 2.

- Develop and implement a communication strategy and outreach plan.
 - Convene meetings with local workforce leaders to maintain momentum and progress on strategic plan implementation and regularly evaluate the relevance of the identified strategies.
 - Establish a central hub to communicate information about collaborative efforts and results, community happenings, and resources available.
 - Contribute to the regional conversations about access to the internet, housing, transportation, and childcare, and how this affects workforce development.
 - Develop and share a tagline for board members and others to begin using.
 - Develop advanced outreach strategies to improve access for individuals and employers to benefit from services provided through the workforce development system to mitigate generational poverty and structural racism.

Priority 3 Highlights:

Primary goals were set for Priority 3.

- Develop strategic and collaborative partnerships to leverage workforce resources in all counties to drive a robust business-driven workforce system.
- Identify economic and racial barriers that prohibit job seekers from reaching their potential. Communicate regional barriers to the State Workforce Board.
- Work with the Career and Technical Education community to redefine the trades and create an employer focused pipeline.

Priority 4 Highlights:

Primary goals were set for Priority 4.

- Create a collaborative task to support and develop resources for workforce professionals to address workforce disparities, racial equity, economic equity, and racial justice issues across the region.

The meeting was adjourned at 2:00 p.m.