

# Upper Savannah Workforce Development Board Strategic Plan 2011-2016

## Our Plan Purpose

Our purpose was to develop a comprehensive five year regional strategic plan for the Upper Savannah Workforce Development Board that would align our work with our vision.

## Our Plan's Intent

The intent of the plan is to build collaborative partnerships across the region that can work in parallel to make sure our region is viewed as the community of choice for people and businesses to call home.

## FOCUS AREAS AND GOALS

**Sector Strategies:** Develop and implement sector partnerships as a way to effectively meet the needs of workers and employers in industries important to our region.

**Youth Development:** Reach more youth under 16 years of age to help them to better understand career options, job opportunities, career navigation, and the foundational requirements for finding and keeping a job.

**Filling Our Region's Skills Gaps:** Identify gaps between specific skills possessed by the existing workforce and the skills required for existing and emerging sectors and develop both workforce and employer strategies to close the identified gaps.

**Soft Skills Development:** Demonstrably improve the "soft skills" of the region's emerging and existing workforce, as identified by employers' retention rates.

**Upper Savannah One Stop System:** Ensure the One Stop delivery system provides excellent and fully accessible services to both employers and job seekers.

**Education as the Foundation:** Increase the educational attainment of the region's youth and adults

## STRATEGY NARRATIVE

Form an employer led *manufacturing partnership* and an employer led *healthcare partnership*.

Expose youth to a variety of career exploration experiences where they can improve their soft skills. Sector partnerships will convey appropriate information to youth in our programs and at Workforce Centers and increase their awareness of technical education careers and opportunities.

Develop a list of "Priority Training" programs and direct all long-term training funded by the Board to the areas listed on the list. Over time the Board will modify the list by reviewing placement rates of graduates. In addition the Board will review hard-to-fill vacancies to see if skills training can alleviate shortages, and review basic skills levels gaps by utilizing WorkKeys assessments.

Integrate soft skills development into the One-Stop delivery system; developed strategies in concert with the SCWIB; identify WorkKeys ® champions in the manufacturing industry and work with education partners to promote the benefits of WorkKeys to both workers and businesses.

Establish the requirements for a business plan for the One Stop centers that meets market demands and ensures satisfaction of both business and job seeker clients and develop local chartering criteria.

Continue existing coordination with K-12, CATE, the Technical College, and other education and business association partners to continuously discuss how the Board and the businesses can support the work. From the coordination, work with employers and educators (secondary and postsecondary) in the sector partnership to map existing career pathways to meet their skill needs and identify new career pathways.