

STRATEGIC ACTION PLAN

Strategic Actions

1. Stabilize current industries/sectors with respect to resolving their workforce shortages.

2. Create capacity for new industries to come, removing workforce shortage as a constraint.

3. Invest in WDB as a backbone organization aligning resources to respond to future challenges, and WCTF (with three subcommittees) as the implementing body for activities.

GOAL #1: Retain local talent (unlock local potential)

Required Actions	Responsibility	Measures	Due Date	Status	Outcomes
Distribute guide to WBLOs	Committee Chairs - Dr. Juston Pate and Jon Ballard for all actions	# of guides distributed via print and email.	6/30/20	To be reported quarterly.	Increased retention of local graduates into our regional workforce.
Increase number of student who are interested and prepared to participate.	See above.	# of students attending information and enrollment sessions.	6/30/20	To be reported quarterly.	Increased retention of local graduates into our regional workforce.
Increase number of participating employers.	See above.	# of employers offering WBLOs.	6/30/20	To be reported quarterly.	Increased retention of local graduates into our regional workforce.
Publicize WBLOs.	See above.	# of clicks on website links to guide and WBLO info.	6/30/20	To be reported quarterly.	Increased retention of local graduates into our regional workforce.
Increase the number of and utilization of WBLOs across the region.	See above.	# of WBLOs region-wide.	6/30/20	To be reported quarterly.	Increased retention of local graduates into our regional workforce.
Raise revenue to support employer and school partners in sustaining WBLOs.	See above.	# of new dollars raised to support WBLOs.	6/30/20	To be reported quarterly.	Increased retention of local graduates into our regional workforce.

GOAL #2: Increase business investment in the available workforce

Required Actions	Responsibility	Measures	Due Date	Status	Outcomes
Document local best practices in worker recruitment and retention.	Committee Chairs - Daniel Carney and Rick Games for all actions.	# of best practices identified and shared via newsletter.	6/30/20	To be reported quarterly.	Decrease days-to-hire for regional employers.

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Increase number of engaged employers working on this committee.	See above.	# of employers engaged through newsletter, meeetings, info sessions, Summit.	6/30/20	To be reported quarterly.	Increased labor force participation rates.
Publicize best practices and resources.	See above.	## of employers making changes as a result of participation.	6/30/20	To be reported quarterly.	
Raide employer awareness of obstacles (cliff effect, childcare, transportation).	See above.	# of employers joining Way to Work.	6/30/20	To be reported quarterly.	
Enage employers in creating new solutions to persistent obstacles.	See above.	Increased # of KCC relationships with employers.	6/30/20	To be reported quarterly.	
GOAL #3: Remove obstacles to joining the workforce for local adults					
Required Actions	Responsibility	Measures	Due Date	Status	Outcomes
Offer expungement sessions.	See above.	# of participants in expungements sessions.	6/30/20	To be reported quarterly.	Decreased reports of workforce shortages among regional employers.
Deliver support for policy change re: cliff effect mitigation to state officials (elected and appointed).	See above.	# of signatures on cliff effect mitigation letter.	6/30/20	To be reported quarterly.	Increased labor force participation rates.
Increase number of participants in Way to Work.	See above.	# of dollars raised for Ride to Independence or related efforts.	6/30/20	To be reported quarterly.	
Support increased funding for Ride to Independence.	See above.	# of residents attending educational/awareness efforts.	6/30/20	To be reported quarterly.	
Offer public engagement/education efforts (e.g., Poverty Simulation) to raise awareness.	See above.	# of career center visits by county.	6/30/20	To be reported quarterly.	
Encourage use of Career Centers.	See above.	Increase # of job seeker appointments at career centers overall.	6/30/20	To be reported quarterly.	

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		Increased # of job seeker appointments for thos who have not been active in the past month.			
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4. Mitigate the cliff effect, and thereby increase the incentive to rejoin the workforce.

5. Increase individual commitment to live and work in the Lincoln Trail region.

6. Expand employment investments in our current and future workforce.

GOAL #4:

Required Actions	Responsibility	Measures	Due Date	Status	Outcomes

GOAL #5:

Required Actions	Responsibility	Measures	Due Date	Status	Outcomes

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GOAL #6:					
Required Actions	Responsibility	Measures	Due Date	Status	Outcomes