

Strategic Plan Working Group  
August 20, 2020

Introductions...

## Objective:

Recommend updates, adaptations, and/or modifications of the strategic plan to the Council on October 8.

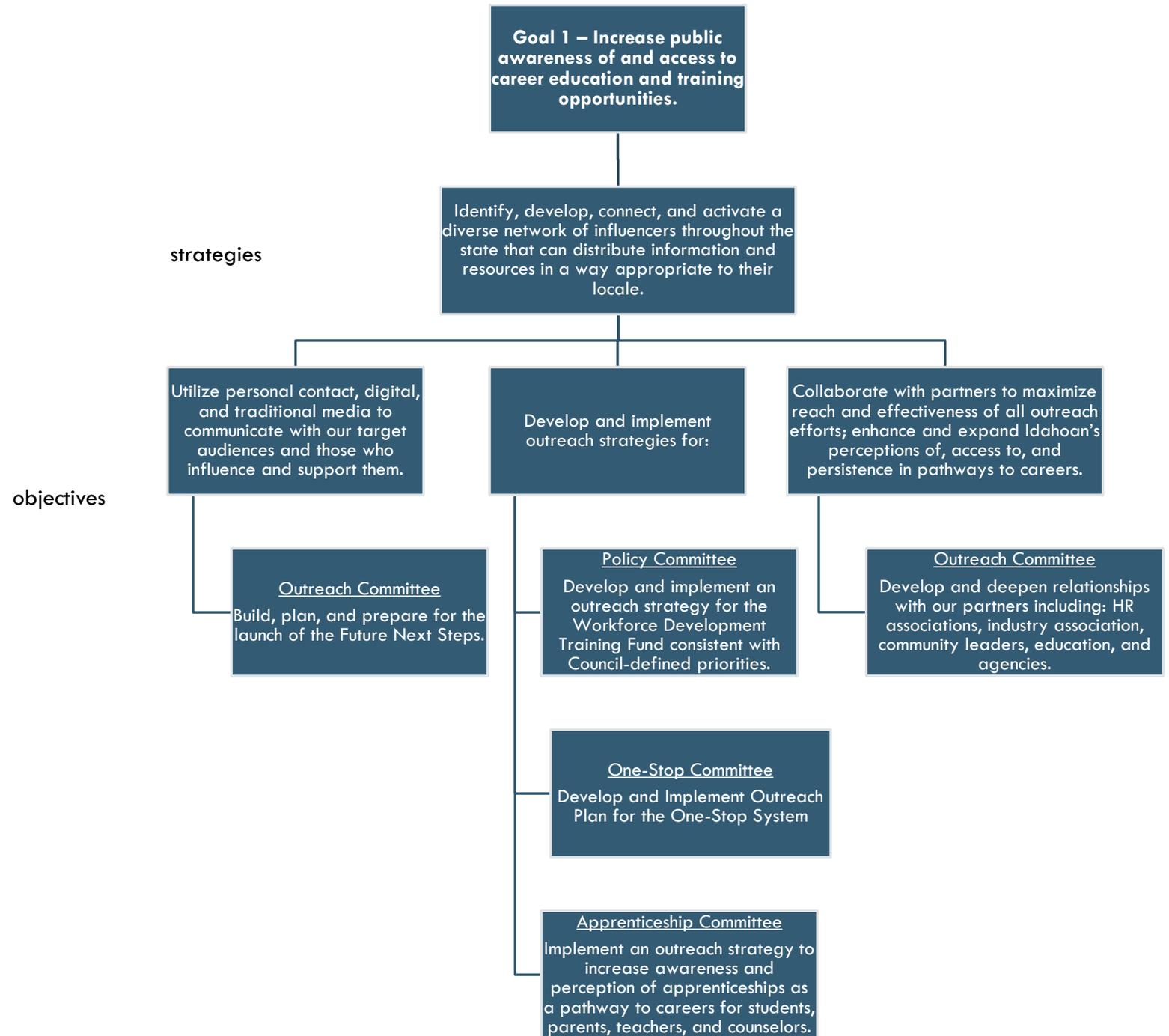
## Process:

1. Review plan and progress towards objectives across committees.
2. Identify areas of convergence/changes in landscape of workforce development. How do our new initiatives fit?
3. Identify opportunities and gaps.
4. Revisit strategies & structure – make recommendations to Council.
5. Committees integrate updates into their work.

# Strategic Plan Overview

**Mission:** We champion strategies that prepare Idahoans for careers that meet employers needs.

**Vision:** We envision a future where Idaho's diverse and prepared workforce meets the needs of our unique communities and employers.



**Goal 2 – Improve the effectiveness, quality, and coordination of programs and services designed to maintain a highly skilled workforce.**

strategies

Create, align, and sustain partnerships with stakeholders to implement workforce development programs.

Support development in work-based learning and innovative programs to drive Idaho's present and future workforce solutions.

Leverage existing local employer-focused initiatives to build and support effective pathways to connect Idahoans to careers.

Cultivate a high-quality One-Stop Career System that connects employers and workers and facilitates access to workforce services, education services, and information.

Champion public policy initiatives that enable dynamic response to evolving industry needs.

objectives

Outreach Committee  
Develop and deepen relationships with our partners including: HR associations, industry association, community leaders, education, and agencies.

Apprenticeship Committee  
Evaluate State Apprenticeship Agency and make recommendation to the Workforce Development Council.

Executive Committee  
Develop/support a plan to provide for regional resources to increase line of sight.

One-Stop Committee  
Develop and gain approval for the 2020-2024 WIOA State Plan.

Policy Committee  
Develop a process for the Council to proactively identify and support policy initiatives in collaboration with the Governor and partners.

Apprenticeship Committee  
Increase employers' and educators' utilization of the apprenticeship model.

One-Stop Committee  
Procure the One-Stop Operator and Title I Service Providers.

Apprenticeship Committee  
In collaboration with the State Board of Education and Idaho's postsecondary institutions, gain approval for a statewide registered apprenticeship to associate degree framework.

Apprenticeship Committee  
Evaluate how other work-based learning initiatives should be supported by the WDC.

One-Stop Committee  
Continue implementation of the May 2019 plan for cross-training of staff, functional redesign & business services, and common intake & data sharing.



**Goal 3 – Provide for the most efficient use of federal, state, and local workforce development resources.**

strategies

Be objective, data driven and accountable.

Build trust in decision making based on an understanding of the resources available and projected outcomes.

Identify gaps and opportunities in the workforce system and initiate or support policy and/or allocate resources to meet them.

objectives

Policy Committee  
Review the WDTF Employer Grant Scoring Matrix to ensure it is aligned to the goals for the Training Fund.

Outreach Committee  
Explore and create a meeting, planning, and execution process that utilizes the scarce resource of time in committee meetings to focus on strategic topics.

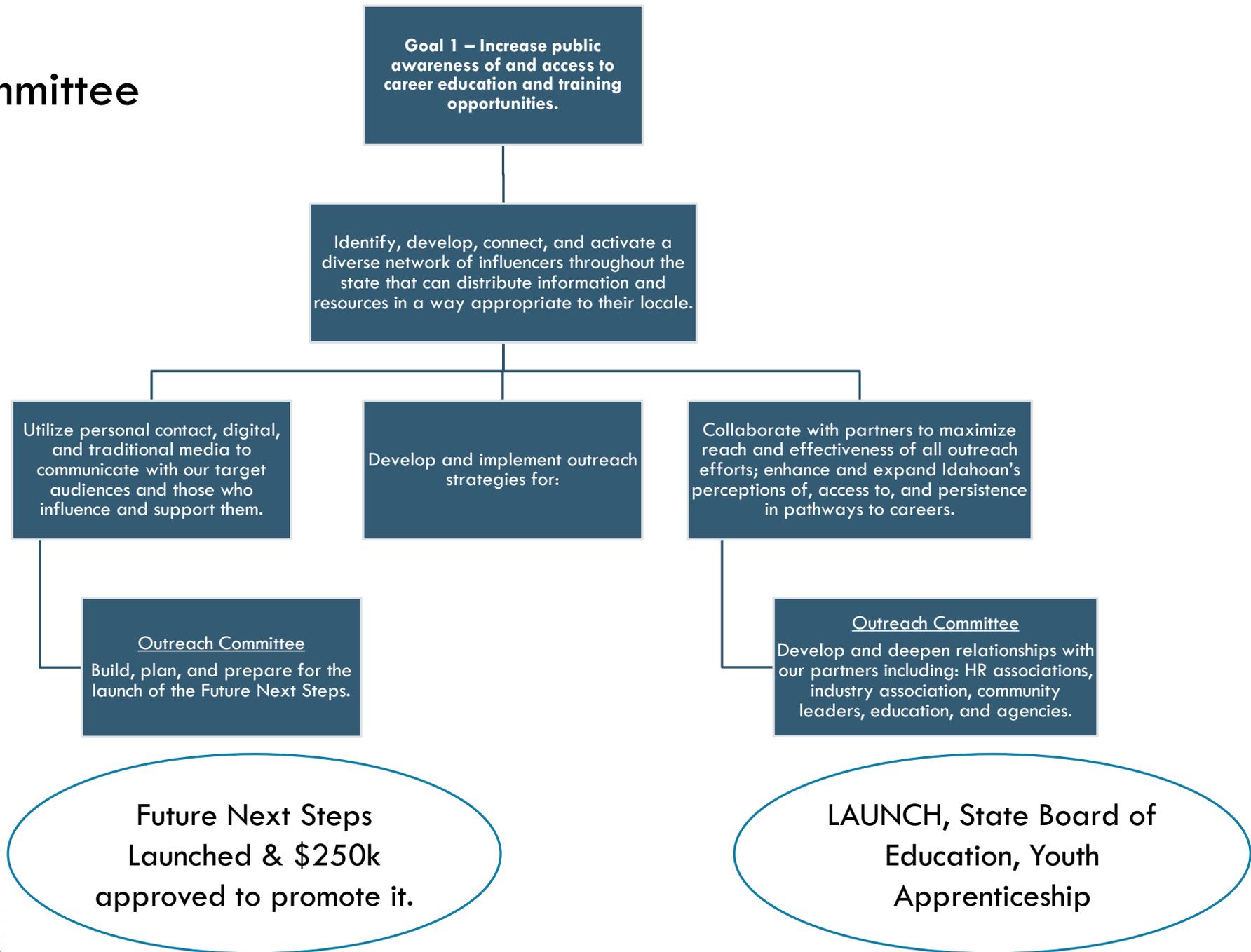
Grant Review Committee  
Develop tools to better evaluate grant proposals in the context of the local and state labor market. Integrate into scoring rubrics.

Policy Committee  
Update the methodology for selecting Eligible Training Providers to ensure alignment with in-demand occupations.

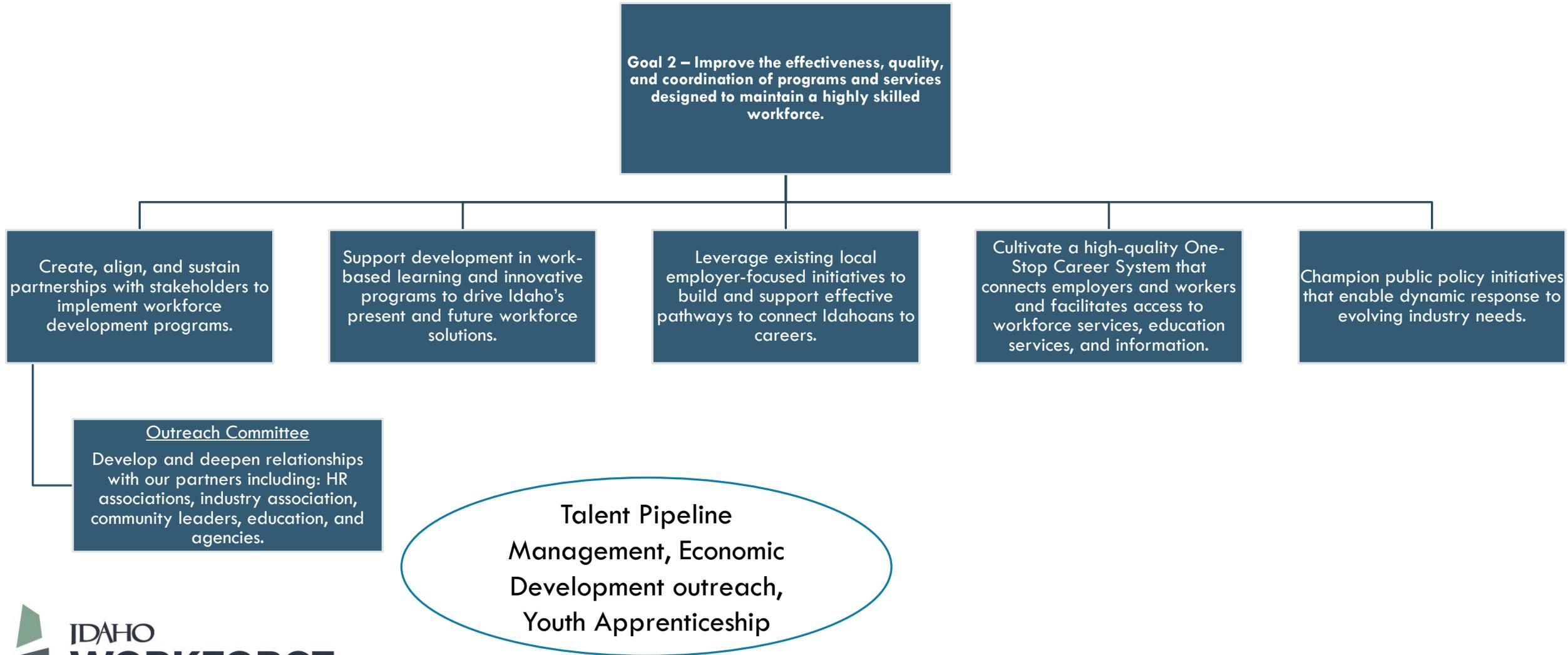
Grant Review Committee  
Develop interactive tools to project future workforce needs around skills and occupations and design an investment strategy that is future focused.

Policy Committee  
Identify data needs for decision making and to show return on investment across workforce development programs. Identify resource needs to access and analyze the data.

# Outreach Committee



# Outreach Committee



# Outreach Committee

Goal 3 – Provide for the most efficient use of federal, state, and local workforce development resources.

Be objective, data driven and accountable.

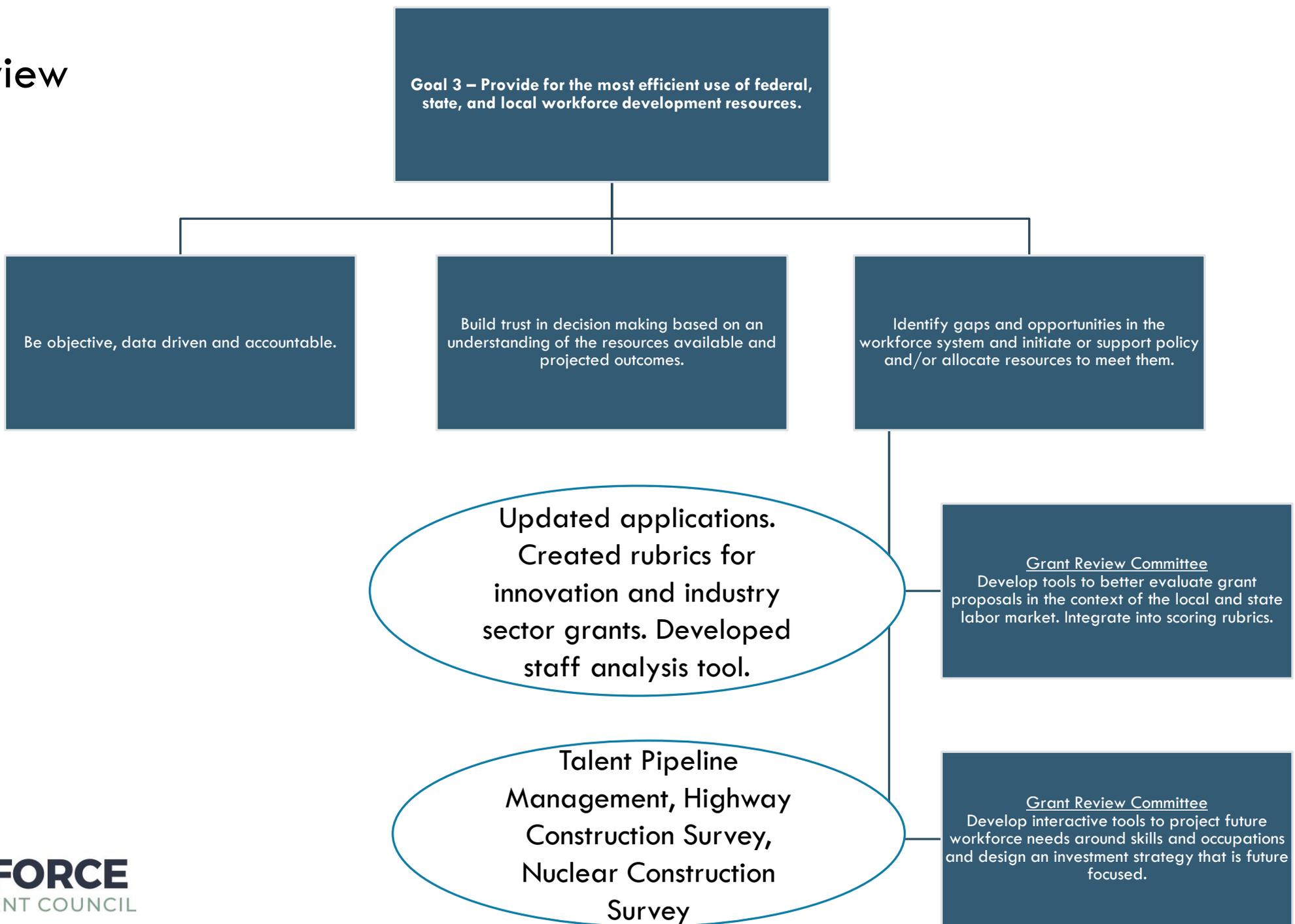
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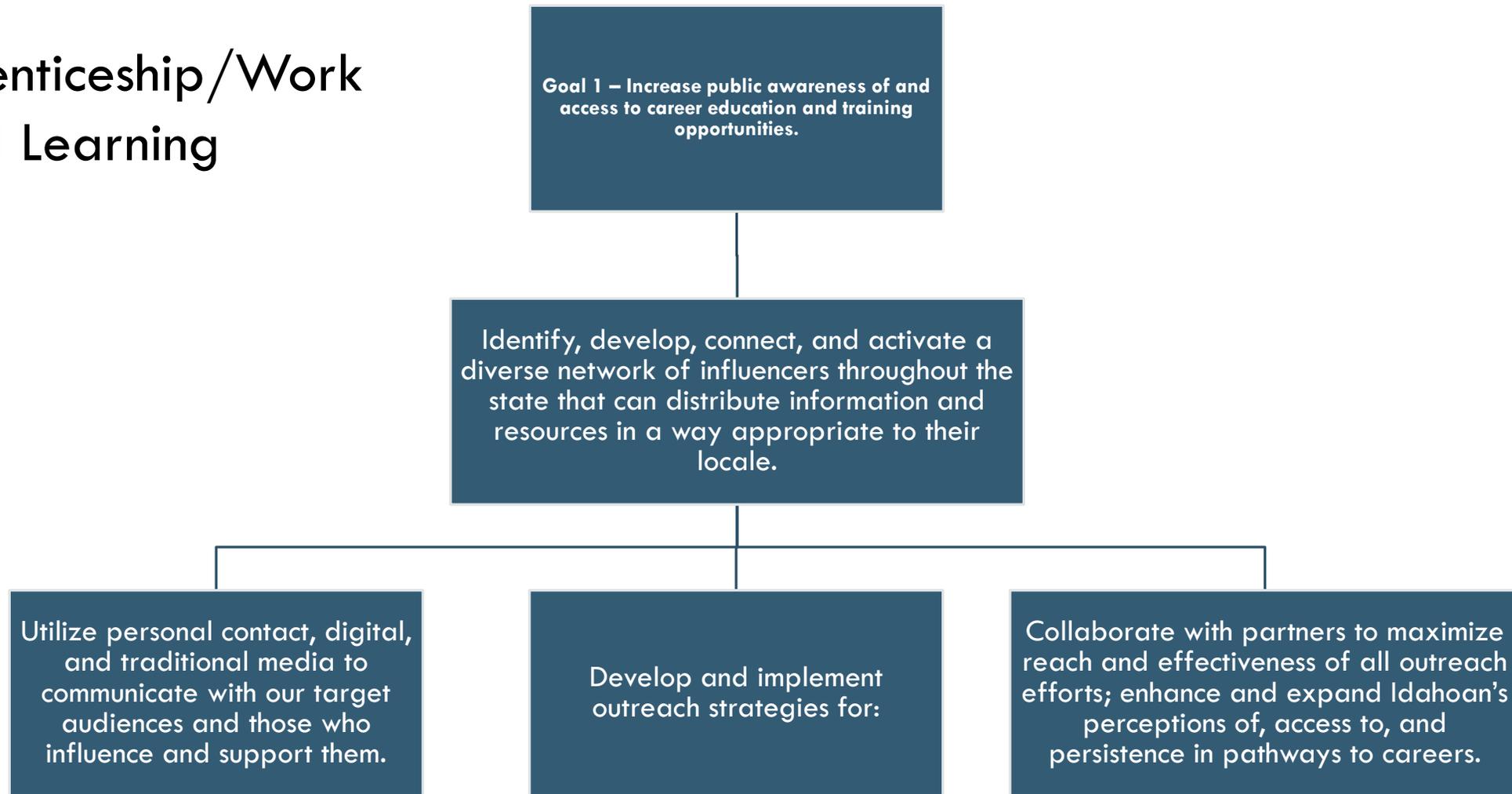
Outreach Committee  
Explore and create a meeting, planning, and execution process that utilizes the scarce resource of time in committee meetings to focus on strategic topics.

Rubric for outreach project review, Committee SharePoint site

# Grant Review



# Apprenticeship/Work Based Learning



Goal 1 – Increase public awareness of and access to career education and training opportunities.

Identify, develop, connect, and activate a diverse network of influencers throughout the state that can distribute information and resources in a way appropriate to their locale.

Utilize personal contact, digital, and traditional media to communicate with our target audiences and those who influence and support them.

Develop and implement outreach strategies for:

Collaborate with partners to maximize reach and effectiveness of all outreach efforts; enhance and expand Idahoan's perceptions of, access to, and persistence in pathways to careers.

## Apprenticeship Committee

Implement an outreach strategy to increase awareness and perception of apprenticeships as a pathway to careers for students, parents, teachers, and counselors.

Created collateral, updated Apprenticeship Idaho website, set aside \$80k to promote.

# Apprenticeship/Work Based Learning

**Goal 2 – Improve the effectiveness, quality, and coordination of programs and services designed to maintain a highly skilled workforce.**

Create, align, and sustain partnerships with stakeholders to implement workforce development programs.

Support development in work-based learning and innovative programs to drive Idaho's present and future workforce solutions.

Leverage existing local employer-focused initiatives to build and support effective pathways to connect Idahoans to careers.

Cultivate a high-quality One-Stop Career System that connects employers and workers and facilitates access to workforce services, education services, and information.

Champion public policy initiatives that enable dynamic response to evolving industry needs.

Apprenticeship Committee  
Evaluate State Apprenticeship Agency and make recommendation to the Workforce Development Council.

Apprenticeship Committee  
Increase employers' and educators' utilization of the apprenticeship model.

Apprenticeship Committee  
Evaluate how other work-based learning initiatives should be supported by the WDC.

Investigated options and decided to not move concept forward.

Support of Apprenticeship Idaho. New apprenticeship grants (CTE & WDC)

Council adopted recommendation to expand scope of committee to all WBL.

Apprenticeship Committee  
In collaboration with the State Board of Education and Idaho's postsecondary institutions, gain approval for a statewide registered apprenticeship to associate degree framework.

College of Southern Idaho has approved framework. CTE grant supports additional efforts.

|            | Learning About Work                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                |                                                                                                                                        | Learning Through Work                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                         |                                                                                                                                                                                                           | Learning At Work                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                         |
|------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Category   | Career Education                                                                                                                                                                                                    | Employer Engagement                                                                                                                                                                                                                                                                            | Externships                                                                                                                            | Internships                                                                                                                                                                                                           | Pre-Apprenticeship                                                                                                                                                                                                                                                      | Co-op                                                                                                                                                                                                     | On-the-Job Training                                                                                                                                                                                                                                                | Apprenticeship                                                                                                                                                                                                                          |
| Definition | Teachers bring career information into the classroom.                                                                                                                                                               | Students learn by directly engaging with potential future employers.                                                                                                                                                                                                                           | Short practical work experiences to “ground-truth” theory.                                                                             | A short-term position providing experience and exposure. May be paid or unpaid and for-credit or non-credit.                                                                                                          | A program that teaches basic technical and job-readiness skills to prepare for an apprenticeship.                                                                                                                                                                       | Structured method of classroom learning integrated with workplace experience where credit is received for both.                                                                                           | Individuals are taught by other employees how to complete a task while doing the job.                                                                                                                                                                              | An “earn while you learn” model where on-the-job training is coupled with related instruction. Wage gains are incorporated and the experience culminates in <u>industry-recognized credentials</u> .                                    |
| Activities | <ul style="list-style-type: none"> <li>Career Counseling</li> <li>Pathway Planning</li> <li>Presentations examining growth careers</li> <li>Industry Speakers</li> <li>Interviews with current employees</li> </ul> | <ul style="list-style-type: none"> <li>Host a tour for middle school/high school students or participate in school-organized career fairs.</li> <li>Provide an opportunity for students to job shadow.</li> <li>Become a mentor through the STEM Action Center’s Mentorship Portal.</li> </ul> | <ul style="list-style-type: none"> <li>Host a teacher during the summer to bring real-world experiences into the classroom.</li> </ul> | <ul style="list-style-type: none"> <li>Connect with college &amp; career advisors at high schools to reach high-school interns.</li> <li>Connect with postsecondary institutions to reach college interns.</li> </ul> | <ul style="list-style-type: none"> <li>Partner with an industry association to develop a program to teach workplace skills.</li> <li>Host a competitive job-skill-building event requiring potential apprentices to collaborate on project-based activities.</li> </ul> | <ul style="list-style-type: none"> <li>Connect with a local community college or other postsecondary institution to identify cooperative education opportunities in areas of in-demand skills.</li> </ul> | <ul style="list-style-type: none"> <li>Partner with the Idaho Department of Labor, Division of Vocational Rehabilitation and/or Department of Health &amp; Welfare to hire Veterans, individuals with disabilities, and other individuals seeking work.</li> </ul> | <ul style="list-style-type: none"> <li>Develop registered apprenticeship programs for hard-to-fill positions.</li> <li>Expand apprenticeship programs to School to Registered Apprenticeship to engage high school students.</li> </ul> |

Brought to you by:



# Policy

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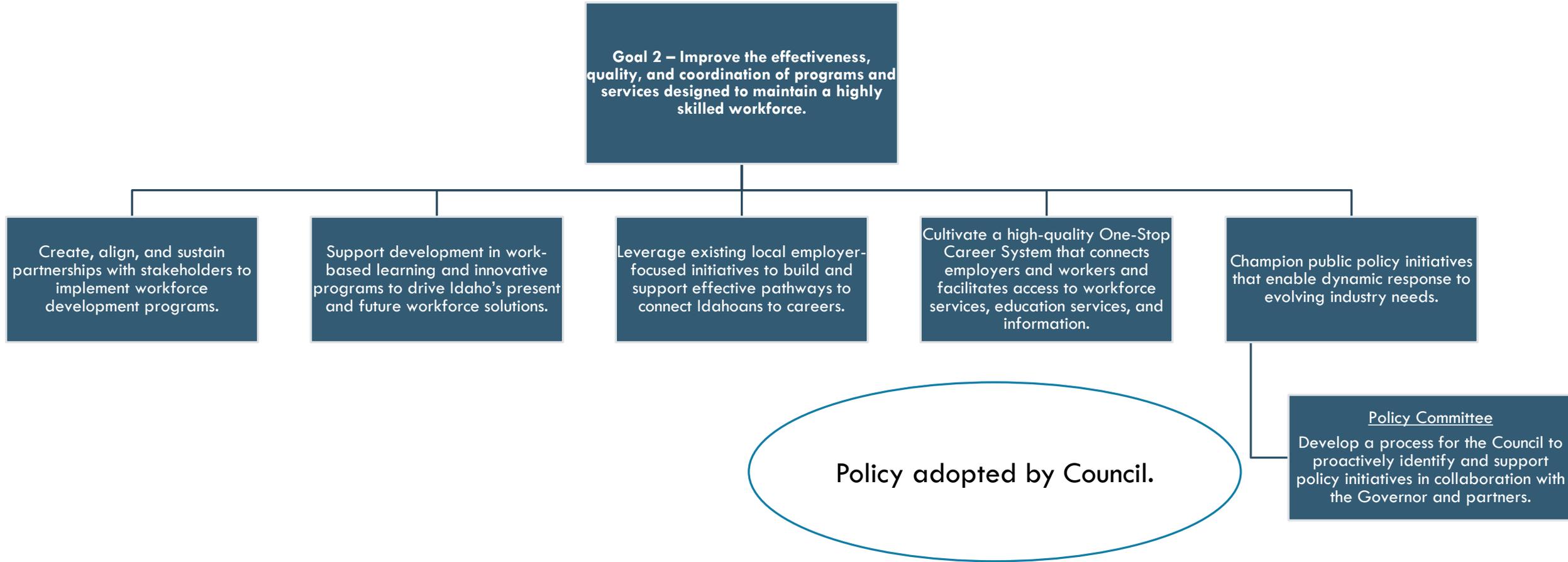
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Policy Committee

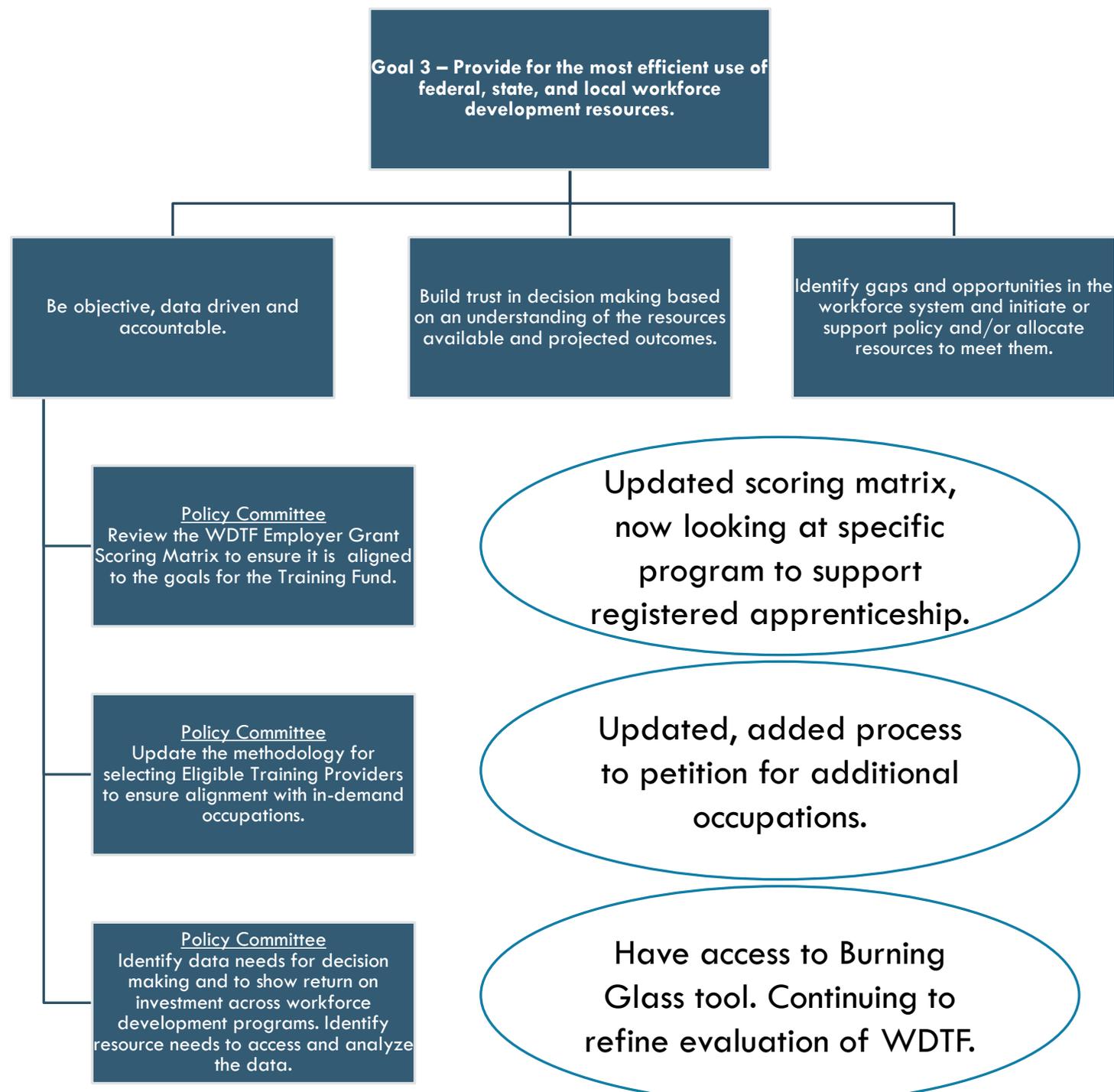
Develop and implement an outreach strategy for the Workforce Development Training Fund consistent with Council-defined priorities.

Economic development partnerships.

# Policy



# Policy



# One-Stop

Goal 1 – Increase public awareness of and access to career education and training opportunities.

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One-Stop Committee  
Develop and Implement Outreach Plan for the One-Stop System

Created system-wide flyers for job seekers & employers. Implementing business outreach strategy.

# One-Stop

**Goal 2 – Improve the effectiveness, quality, and coordination of programs and services designed to maintain a highly skilled workforce.**

Create, align, and sustain partnerships with stakeholders to implement workforce development programs.

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Cultivate a high-quality One-Stop Career System that connects employers and workers and facilitates access to workforce services, education services, and information.

Champion public policy initiatives that enable dynamic response to evolving industry needs.

Approved by USDOL.

One-Stop Operator procured.

Developed new goals under state plan, revisited committee purpose & integration with WIOA Advisory Group & regional efforts.

One-Stop Committee  
Develop and gain approval for the 2020-2024 WIOA State Plan.

One-Stop Committee  
Procure the One-Stop Operator and Title I Service Providers.

One-Stop Committee  
Continue implementation of the May 2019 plan for cross-training of staff, functional redesign & business services, and common intake & data sharing.

# Executive

