

## *WDB 2016 Strategic Plan*

### **Section I: Mission, Purpose and Methods:**

**VISION:** Cultivate a well-trained, productive, and competitive workforce in our region.

**MISSION:** Connect community, government, business, and education to shape a robust, talented, and sustainable workforce.

**PURPOSE:** Strengthen our workforce and communities by providing an interactive forum where workforce issues can be heard, partnerships formed, and solutions created.

#### **Methods of the Larimer County Workforce Development Board:**

1. **Convener** – Connect community, government, business, and education to focus on community workforce issues.
2. **Labor Market Information** – Develop, disseminate and understand local and regional labor market and economic information and trends.
3. **Broker** – Bring together systems to address common problems and broker new relationships with businesses and workers.
4. **Community Advocate** – Advocate for the importance of a well-trained, productive, and competitive workforce, providing perspective about the need for and availability of skilled workers.
5. **Capacity Builder** – Enhance the local workforce development area and Central planning region's ability to meet the workforce needs of local employers.

### **Section II: WDB Overarching Goal**

**Goal: Be an effective board by acting as a conduit between supply and demand sides of workforce.**

Be an effective board by acting as a conduit between supply and demand sides of workforce.

There are two primary factors that influence the direction of the WDB in 2016. Those are:

- The Workforce Innovation and Opportunity Act list of required activities
- The WDB feedback via annual survey and retreat

The WDB has listed below the WIOA required activities and has specified how each is to be accomplished given the resources of the board and the LCWC. The board will take the lead on three items, will partners with LCWC staff on others, and will delegate the remaining activities to the LCWC staff.

<u>Function/Activity</u>	<u>Lead</u>
Convening, Brokering, Leveraging	Board
Local Plan	Board
Proven and Promising Strategies and Initiatives	Board
Designation and/or Certification of One-stop Operators.	Partner w/ WFC Staff
Lead Engagement with a Diverse Range of Employers & Entities	Partner w/ WFC Staff
Career Pathways Development	Partner w/ WFC Staff
Coordination with Education Providers	Partner w/ WFC Staff
Participate in Regional Planning Process	Partner w/ WFC Staff
Budget	Partner w/ WFC Staff
Workforce Research and Regional Labor Market Analysis	Workforce Center Staff
Program Oversight	Workforce Center Staff
Negotiation of Local Performance Accountability Measures	Workforce Center Staff
Identification of Eligible Training Providers	Workforce Center Staff
Conduct oversight for local youth workforce investment activities	Workforce Center Staff
Develop Strategies for Using Technology	Workforce Center Staff
Assessment of One-Stop Accessibility	Workforce Center Staff

Using the above activities as tactical guide, the WDB will prioritize the following items:

- Taking action (WDB meetings and follow-up)
- Coordination and convening of diverse stakeholders
- Awareness, Outreach, Marketing and Engagement
- WIOA implementation
  - Local and regional plan
  - Procurement
  - Proven and promising practices

### **Section III: WDB Executive Committee Goals**

#### **Goal 1: Run effective meetings**

Goal Steward: Nancy Patton and Jerry Thurber

HOW WE WILL ACCOMPLISH OUR GOAL:

1. Survey our current board and regular attendees to gather feedback on success of past meeting

2. Have the WDB prioritize meeting topics and important subject matter.

**Potential Tasks:**

- Have WDB members drive each meeting, allowing for diversity in format, location, and intended outcomes
- Invite and include non-WDB members and encourage community collaboration
- Create a method for follow-up and engagement after the meeting is complete

**Goal 2: Create relevant content for members/participant recruitment and retention**

Goal Steward: Nancy Patton

HOW WE WILL ACCOMPLISH OUR GOAL:

1. Assess our current board

**Potential Tasks:**

- Strategically review current WDB membership

2. Develop strategy for identifying, recruiting, on-boarding, reviewing and better engaging members

**Potential Tasks:**

- Create board packets with specific information on member role and how they can bring value
- Include marketing of the WFC as part of being a WDB member
- Develop ongoing system for reviewing who is or should be a WDB member, what is their responsibility (e.g., engagement, fundraising or connections) and method for following-up.

**Goal 3: Disseminate core data**

Goal Steward: Jerry Thurber & Mike O'Connell

HOW WE WILL ACCOMPLISH OUR GOAL:

1. Collect stakeholder input on relevant data points they would find valuable
2. Poll the WDB on what information is valuable to them
3. Collaborate with CSU to define the data points to be presented in the first phase
4. Draft a multi-page document with key economic and workforce health indicators
5. Distribute the final draft to stakeholder groups

**Section IV: Workforce Data Dashboard Initiative**

The Data Dashboard initiative is a result of the work that came out of implementing WIOA as well as a function of WDB's 2012 strategic plan and subsequent work in 2013 and 2014. While maintaining its areas of focus, the WDB developed a concept around convening and supporting ongoing work in our community.

The goal of the first phase of the Data Dashboard is to help WDB members understand local and regional labor market and economic information and trends. Additional phases of the Data Dashboard will focus on items of interest to the WDB, the economic development community, and public/private sector decision makers.

The WDB will accomplish this through its role in convening key players, developing information resources, and improving coordination and collaboration.

The Data Dashboard project is a multi-year commitment for the WDB. The WDB will complete Phase I of its development by August of 2016. In 2016 the WDB will develop and begin implementation Phase II which will incorporate more data for a wider audience of workforce stakeholders.

## **Section V: WDB Meeting Structure**

The WDB has opted to structure as follows:

- The WDB will host six formal board meeting per year. Five of those meeting will be focused on certain topics areas to be prioritized by the WDB members and participants. Potential topics include:
  - Sector Partnerships
  - Economic Development and Workforce
  - Workforce Center activities
  - Leadership pipeline- growing the next generation of leaders in Northern Colorado
  - The Trades and Utilities
  - Challenges facing recent graduates and millennials
  - Revisit topic from 2015
- In addition to the formal board meetings, the WDB will host six work sessions where the WDB members and participants are invited to help advance strategic goals, plan upcoming meetings, and address items that need attention prior to the next board meeting.
- The WDB will also form project groups to take on finite projects that the WDB needs to accomplish in order to meet its objectives.