



WORKFORCE DEVELOPMENT COUNCIL

317 West Main Street, Boise, Idaho 83735-0510

TRANSMITTAL # 3

MEMORANDUM

May 8, 2008

TO: Workforce Development Council

FROM: Con P. Paulos, Chair

SUBJECT: Strategy Development for the Workforce Development Council

A handwritten signature in black ink, appearing to read "Con P. Paulos", written over the subject line.

ACTION REQUESTED: Identify high priority items for council action

BACKGROUND:

At its June 6, 2007, meeting, the Workforce Development Council adopted goals and objectives and a work plan for the work force system. Attached are the council's mission, vision and goals and the council's goals and objectives work plan for the system. At the October meeting the council discussed a number of issues of importance including Governor Otter's request that it identify skills employers demand from graduates of Idaho's secondary and postsecondary system. At that same meeting, the council had planned to identify those strategies and activities where its contributions will have the most significant impact, but due to time constraints, this activity was deferred to the January meeting.

Based on the significant level of interest in the other issues on the January agenda, the council lacked time to review the goals. In January, the council again engaged in discussions which could impact goals such as using career clusters as an organizing principle for communicating career information and education and training services and establishing employer expectations, the Career Information System as a tool in aiding students in education and career planning and the Idaho Connections proposal for recruiting workers into critical industries. The council was also very interested in the adult and youth apprenticeship options and the proposal for expanding opportunities for senior citizens to work and contribute through volunteer activities.

Some, but not all of these are included in the current set of goals and objectives. As council members prepare for the meeting, each is asked to identify three strategies believed to be most critical for council action independent of whether the council has previously identified or discussed these. I will value your input as we plan our agenda for the next two years.

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Attachments

Idaho Workforce Development Council



MISSION

The Governor's Workforce Development Council, understanding the unique needs of business, education and labor, will develop policy recommendations and provide oversight for an integrated Idaho work force development system.

VISION

Idaho's highly skilled, innovative work force will provide our businesses with the competitive edge needed to thrive in the global marketplace. Partnerships among business, labor, education and government will drive development of a work force and education system that is agile, integrated, efficient and responsive to the needs of business, students and workers in the highly competitive economy of the 21st Century. The quality of life in Idaho will continue to be unmatched as workers and businesses prosper with increasing levels of prosperity fueled by learning and practices contributing to productivity.

GOALS

Idaho's work force development and education system will be demand driven, highly integrated, comprehensive and constantly striving to exceed customer expectations

- Improve early childhood services and programs to better prepare children for school.
- Champion a comprehensive educational system for all students K-16 plus, that assures student readiness for work and further learning and provides access to all adults for continuous learning and growth.
 - ◀ Support reforms in the K-12 pipeline to better prepare students to compete in the 21st Century economy.
 - ◀ Improve transitions from K-12 and adult education to postsecondary.
 - ◀ Increase opportunities for enrollment and completion of postsecondary education programs of study.
- Ensure access for business and workers to the full array of work force and education services and supports.
- Improve work force information to guide education, business and career decisions.
- Establish processes for on-going communication with regional partners in business, education and work force systems to inform decision-making.
- Integrate planning, oversight and delivery systems.

Idaho's work force will be highly skilled, committed to continuous learning and aware of opportunities available in the market place and the resources to remain personally competitive

- Increase the size and skills of the Idaho work force
 - ◀ Optimize participation of the untapped labor pool using various strategies to identify and engage prospective older individuals who need and want to work, dislocated workers, minorities, people with disabilities, offenders and the educationally and economically disadvantaged
 - ◀ Provide opportunities for and encourage life-long skill development for Idaho's current and transitional work force
 - ◀ Increase understanding of workers, students and parents about career opportunities within the regional labor market and the work force and education requirements and resources to develop necessary skills
- Identify specific processes to retain the diminishing number of youth in Idaho
- Support policies that result in increased wages, self-sufficiency and economic independence through focused investments and increased skills development
- Promote and recognize the interdependence of and need for balance between work and family life

Idaho businesses will be engaged in processes that attract and sustain a quality work force and contribute to profitability and economic growth

- Promote incumbent worker training and develop incentives for selected high-growth, high-wage occupations
- Encourage use of workplace flexibility to attract and retain a work force
- Engage businesses in a career promotion initiative to inform students and workers about careers available in the community
- Expand work-based learning opportunities through expanded business-education-work force partnerships
- Create opportunities and encourage greater participation of business in the design and delivery of work force and education services
- Encourage business to offer incentives to students in recognition of school performance and attendance
- Create an entrepreneurial work force that spurs innovation and business expansion
- Expand use of customized training, incumbent worker training and other business-based training models to support job creation and increased earnings in high-wage, high-skill occupations

Goals and Objectives

Idaho Workforce Development Council

GOAL: Idaho's workforce development and education system will be demand driven, highly integrated, comprehensive and constantly striving to exceed customer expectations

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| What do we want to do? | <p>Improve early childhood services and programs to better prepare children for school</p> |
| How do we do it? | <p>Promote parental involvement and education in early childhood development using incentives as appropriate</p> <p>More child care providers have an opportunity to attain a bachelor's degree or higher</p> <p>Encourage a certification process for directors of early childhood care and education</p> <p>Recommend that all child care providers be licensed and encourage attainment of a child development certificate or higher</p> <p>More child care programs address the six developmental domains including social, physical, language/literacy, cognitive/intellectual, emotional and cultural.</p> <p>Young children have access to preschool programs through public-private partnerships</p> <p>Parents have a way of identifying quality child care programs through a quality rating scale</p> <p>A tiered reimbursement system for the Idaho Child Care Program is in place and linked to the quality rating scale</p> |
| What do we want to do? | <p>Champion a comprehensive educational system for all students K-16 plus, that ensures student readiness for work and further learning and provides access to all adults for continuous learning and growth</p> |
| How do we do it? | <p>Support reforms in the K-12 pipeline to better prepare students to compete in the 21st Century economy</p> <p>Taking action</p> <ul style="list-style-type: none"> Support reforms to continually increase skills in STEM subjects (science, technology, engineering and math), including applied academics Increase student access to rigorous school-based learning and relevant work-based learning Encourage development of work-related foundation skills in all students Expand access to professional-technical education Encourage the award of academic credit towards graduation for skills learned in applied courses Encourage use of the career clusters approach in guiding development of student learning plans |
| How do we do it? | <p>Improve transitions from K-12 and adult education to postsecondary education</p> <p>Taking action</p> <ul style="list-style-type: none"> Ensure seamless transition among all levels of education for transferability of credits Expand advanced learning partnerships to increase transition in professional-technical programs Broaden opportunities for universal college entrance exams, advanced placement, concurrent enrollment and other options to encourage transitions to postsecondary education |

Goals and Objectives

Idaho Workforce Development Council

Increase options and reduce costs of online instruction to ensure equal access to educational programming

Goals and Objectives

Idaho Workforce Development Council

How do we do it? Increase opportunities for enrollment and completion of postsecondary education programs of study

Taking action Create an integrated system of community colleges with multiple physical and online points of access, affordable fees and programs responsive to regional demands
 Support creation of scholarships for low income individuals and encourage federal workforce programs to increase support for education and related services
 Expand postsecondary professional technical options aligned to business needs and encourage development of open-entry/open exit programs

What do we want to do? Ensure access for business and workers to the full array of workforce and education services and supports

How do we do it? Continuously improve the One Stop Career Center system to provide access to a comprehensive menu of workforce development, education, economic and community development information and services
 Ensure access to employment and training services for diverse populations groups by identifying and eliminating barriers to participation

What do we want to do? Improve workforce information to guide education, business and career decisions

How do we do it? Develop and conduct a statewide assessment of employment and training needs
 Improve supply-demand information through partnerships with state and education agencies and worker and business intermediaries
 Improve data quality through outreach to business, industry and worker associations
 Organize data into career and industry clusters to encourage communication, guide curriculum development, support career exploration and focus strategic planning of e³ contributors

What do we want to do? Establish processes for ongoing communication with regional partners in business, education and workforce systems to inform decisionmaking

Integrate planning, oversight and delivery systems

How do we do it? Approve initiatives, program plans and grant applications to ensure maximum coordination
 Establish a policy framework that aligns services across multiple programs and funding streams
 Recommend and/or review accountability measures for workforce, K-12 and postsecondary programs to ensure responsiveness to individual, community and business needs

Goals and Objectives

Idaho Workforce Development Council

GOAL: Idaho's workforce will be highly skilled, committed to continuous learning and aware of opportunities available in the market place and the resources to remain personally competitive

What do we want to do?	Increase the size and skills of the Idaho workforce
How do we do it?	<p>Optimize participation of the untapped labor pool using various strategies to identify and engage prospective older individuals who need and want to work, dislocated workers, minorities, people with disabilities, offenders and the educationally and economically disadvantaged</p> <p>Provide opportunities for and encourage life-long skill development for Idaho's current and transitional workforce</p> <p>Taking action Provide career path training for those who are underemployed</p> <p>Coordinate with representatives of persons with disabilities, older workers, minority populations and the educationally and economically disadvantaged to identify needs</p> <p>Promote English language training to better prepare limited English speaking Idahoans for the workplace</p> <p>Explore supports that enable students and workers to engage in life-long learning, particularly for the economically disadvantaged</p> <p>Identify and eliminate policies that penalize or discourage participation of low income and disabled populations</p> <p>Identify and disseminate strategies that retain productive mature workers and increase their technology skills</p>
What do we want to do?	Increase understanding of workers, students and parents about career opportunities within the regional labor market and the workforce and education requirement and resources to develop necessary skills
How do we do it?	<p>Promote access for all students to accurate and current information about careers, occupations and available education programs by supporting continued access to the Career Information System in Idaho workforce and educational institutions</p> <p>Expand access to career counselors, facilitators and coaches knowledgeable about the regional labor market, educational requirements and opportunities</p> <p>Provide workshops and in-service learning opportunities for counselors to increase awareness of opportunities in the labor market, especially for programs requiring a certificate or associates degree</p> <p>Explore and/or develop use of financial literacy as a career guidance tool in K-12 and beyond</p> <p>Use government, education and industry partnerships to inform students, educators and parents about career opportunities and supports</p>

Goals and Objectives

Idaho Workforce Development Council

Support a coordinated marketing and public awareness campaign for all users on the workforce development system offerings and the careers available in the local labor market
Explore strategies that instill a vision of the future and encourage a commitment to lifelong learning for all Idahoans

What do we want to do?

Identify specific processes to retain the diminishing number of youth in Idaho

How do we do it?

Develop a specific action plan for youth focused on those most in need to ensure they have an opportunity to build personal and occupational skills needed for success

What do we want to do?

Support policies that result in increased wages, self-sufficiency and economic independence through focused investments and increased skills development

How do we do it?

Expand the science and technology workforce to promote growth and productivity gains in emerging and traditional sectors of the economy

Taking action Invest in pilot projects in health care, advanced manufacturing, science and technology and other high wage, high growth sectors

How do we do it?

Test new assessment, recruitment and certification processes

Support drug prevention and recovery efforts

Explore policies to encourage personal savings for retirement

What do we want to do?

Promote and recognize the interdependence of and need for balance between work and family life

How do we do it?

Support community services and work supports that enable workers to enter the workforce and continue providing quality of life

Goals and Objectives

Idaho Workforce Development Council

GOAL: Idaho businesses will be engaged in processes that attract and sustain a quality workforce and contribute to profitability and economic growth

- What do we want to do?**
- Promote incumbent worker training and develop incentives for selected high growth, high wage occupations
 - Encourage use of workplace flexibility to attract and retain a workforce
 - Engage businesses in a “career promotion” initiative to inform students and workers about careers available in the community
 - Expand work-based learning opportunities through expanded business-education-workforce partnerships
 - Create opportunities and encourage greater participation of business in the design and delivery of workforce and education services
 - Encourage business to offer incentives to students in recognition of school performance and attendance
 - Create an entrepreneurial workforce that spurs innovation and business expansion
- How do we do it?**
- Promote a combination of tax credits and training incentives to promote business formation
 - Inform students about entrepreneurial opportunities, provide training in secondary and postsecondary education in the skills needed for new product development and business formation and provide opportunities for students and new entrants to test those skills
 - Link with economic development, research and development, Tech Help and other services to provide a comprehensive approach to build productivity in the workplace and skills of incumbent workers
- What do we want to do?**
- Expand use of customized training, incumbent worker training and other business based training models to support job creation and increased earnings in high wage, high skill occupations