

WORKFORCE STRATEGIES COMMITTEE
COMMITTEE WORK PLAN AND KEY ACCOMPLISHMENTS FOR 2005-2006

Objective A -- Workforce Information: Improved statewide and regional information (and methods for its ongoing collection and distribution) about workforce preparation and skill needs, employer demand, and industry/occupational growth, in forms readily usable in public and private decision-making.			
CWI 2005-2006 Committee Plans		2005-2006 Activities/Accomplishments	
Strategies	Proposed Action Steps	CWI Activities/Accomplishments	GROW Regional Actions (Past/Planned)
Strategy 1: Identify skill gaps facing current employers and workers in established industries/occupations.	<ul style="list-style-type: none"> o Collect, document, review and summarize best available documentation and data on current and anticipated state industry skill needs. o Plan and conduct "gap analysis" of anticipated skill needs/gaps in emerging industries. 	<ul style="list-style-type: none"> o Reviewed studies and state initiatives related to skill gaps/needs (Tech College AMS Initiative study of manufacturing "Core Competencies" skill needs; WMEP study) o Reviewed/commented Workforce Information Grant plans -- <i>incorporates core data collection activities, products on industry-specific labor force and skill needs (manufacturing, construction)</i> 	<ul style="list-style-type: none"> o Produce first tri-state regional "State of the Workforce" report; publish annually (7 Rivers) o Expand existing or conduct new Job Vacancy survey (RWA SE/Milw and Northland Works) o Commission household/employer survey of training needs (West Central) o Produce comprehensive regional economic & workforce profile (SWSC)
Strategy 2: Identify additional data needs at the regional level to assist in economic development, education and workforce planning.		<ul style="list-style-type: none"> o Reviewed and made recommendations on Regional Metrics Initiative o Reviewed/commented on Workforce Information Grant plans -- <i>incorporates special studies for areas in economic distress</i> 	<ul style="list-style-type: none"> o Prepare for region-wide "State of the Workforce Report", institutionalize more systematic gathering of sector-based data (RWA SE/Milw) o Underwrite regional economic opportunities/challenges study (North Central) o Develop metrics for New North initiatives (New North)
Strategy 3: Develop techniques and mechanisms to quickly identify state and regional opportunities.	<ul style="list-style-type: none"> o Identify (and, as necessary, pursue development of) electronic resources for monitoring and assessing industry skill needs/gaps as closely as possible to "real time." 	<ul style="list-style-type: none"> o Reviewed/commented on Workforce Information grant plans -- <i>incorporates web-based distribution of LMI (WorkNet)</i> 	<ul style="list-style-type: none"> o Develop web site for manufacturers to identify and contact dislocated workers with needed skills (New North) o Create/distribute data base to enable manufacturers to quickly identify/assess services by economic development agencies (7 Rivers) o Redesign regional web site to provide easy access to LMI data and job opportunity and training information. (Northland Works)

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<p>Strategy 4: Develop ways to communicate new opportunities in order to encourage well educated and highly skilled workers, particularly those trained in Wisconsin, to remain in Wisconsin.</p>		<ul style="list-style-type: none"> ○ Reviewed AMS initiative related to "I AM Manufacturing" marketing effort ○ Reviewed/commented on Workforce Information Grant plans -- <i>incorporates industry-specific labor force and skill needs (manufacturing, construction)</i> 	<ul style="list-style-type: none"> ○ Promote manufacturing careers for young people via LMI, news letters, career exploration (7 Rivers) ○ Build ties between businesses and school system to create work-based learning to encourage careers in key regional industries (Northland Works) ○ Develop index of regional attraction for knowledge economy workers (West Central) ○ Conduct "manufacturing academy" day workshops in schools to promote manufacturing careers and skills needed (New North)
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Objective B -- Workforce Preparation and Support: Advance and enrich lifelong learning for Wisconsin citizens through innovative PK-16 education and employer-based training systems, with special attention to under-served and special-needs populations.			
CWI 2005-2006 Committee Plans		2005-2006 Activities/Accomplishments	
Strategies	Proposed Action Steps	CWI Activities/Accomplishments	GROW Regional Actions (Past/Planned)
Strategy 1: Maximize the development, effectiveness, and use of distance education technology.	<ul style="list-style-type: none"> Collect information and report on trends, current use, and demand for distance learning in K-adult education and make recommendations on investment. 	<ul style="list-style-type: none"> Participated in review/comment on Special Innovations grant resulting in funding of development of regional distance learning system (South Central) 	<ul style="list-style-type: none"> Identify alternative methods (e.g., mobile labs or distance learning technologies, especially for employees in rural manufacturing firms (7 Rivers)
Strategy 2: Provide for a workforce preparation system that is more flexible and responsive to economic needs.	<ul style="list-style-type: none"> Identify and develop report on existing flexible education/training options in Wisconsin Technical College System. 	<ul style="list-style-type: none"> Participated in review/comment on Special Innovations grant resulting in funding of RAMAC grant to improve manufacturing productivity and support CNC training and advanced manufacturing credentialing (Southeast WDA) Recommended funding and strategies for supporting advanced manufacturing (MSSC support) 	<ul style="list-style-type: none"> Work with metal manufacturing cluster to identify common training needs, inventory on-site training facilities, and cross match with training capacities of tech colleges. (7 Rivers) Conduct region-wide "Conversations" with private sector business to identify needs for and ways of workforce system improvement. (RWA SE/Milw) Establish region-wide Business Services Unit to coordinate workforce services with business needs (RWA SE/Milw)
Strategy 3: Transition to a career development system that is transparent, accessible and has the capacity to meet the needs of a diverse citizenry and workforce.	<ul style="list-style-type: none"> Scan and report on innovative career development systems. 		<ul style="list-style-type: none"> Convene regional task force on workforce diversity (7 Rivers) Conduct "Manufacturing Academies to assist new Americans to access jobs and training in manufacturing (7 Rivers) Convene donor forums to engage private and non-traditional funding sources to fill gaps in program funding and support specific initiatives (FWA SE/Milw) Establish working groups to address training needs and service gaps with respect to low wage workers

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<p>Strategy 4: Strengthen access and articulation to post-secondary education and work, such as recommended in the COBE (Committee on Baccalaureate Expansion) Report.</p>	<ul style="list-style-type: none"> ○ Collect information and report on effectiveness of various youth programs. ○ Explore and report on feasibility of convening a Career Education "Summit" to reenergize the state's commitment to career education. ○ Monitor and report on COBE implementation activities/liaison with implementation committee. ○ Collect information/report on Carl Perkins and educational options and trends in funding. 	<ul style="list-style-type: none"> ○ Recommended support for COBE report ○ Reviewed information on Youth Apprenticeship, Tech Prep programs and DPI career cluster strategies 	<ul style="list-style-type: none"> ○ Develop region-wide plan for youth and adult Science, Technology, Engineering and Math (STEM) education and career progression with stronger connections between high school and post secondary institutions (RWA SE/Milw) ○ Use "Dodgeball Showdown" video and "Reality Store" financial literacy/career planning workshops in schools to promote value of skills in the new economy and encourage more high school students to prepare for and enroll in college. (New North)
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Objective C -- Targeted Regional Priorities: Increased opportunities for innovative regional partnerships that support career opportunities and advancement in key occupational sectors.			
CWI 2005-2006 Committee Plans		2005-2006 Activities/Accomplishments	
Strategies	Proposed Action Steps	CWI Activities/Accomplishments	GROW Regional Actions (Past/Planned)
<p>Strategy 1: Identify/pursue job creation methods and workforce education and training models to maximize career advancement opportunities in existing regional industry sectors.</p>	<ul style="list-style-type: none"> ○ Gather information and report on "workplace learning centers." 	<ul style="list-style-type: none"> ○ Recommended support for WTCS Advanced Manufacturing Solutions Initiative ○ Participated in review/comment on CWI Special Innovation Projects ○ Presentation on Workplace Learning Centers 	<ul style="list-style-type: none"> ○ Identify entrepreneurial and job expansion opportunities associated with economic growth of Twin Cities metro area (West Central) ○ Promote entrepreneurship through business plan competitions (New North) ○ Develop entry level career ladders and related training curricula for lab technicians in growing regional biotech industry (SWSC) ○ Begin planning of research and technology transfer consortia (North Central)
<p>Strategy 2: Identify, support and disseminate successful models of public-private cooperation for implementing industry-driven education and training for both future and incumbent workers.</p>	<ul style="list-style-type: none"> ○ Gather information and report on "best practices" in private sector driven incumbent worker training. 	<ul style="list-style-type: none"> ○ Recommended CWI Advanced Manufacturing fund focus on MSSC implementation 	<ul style="list-style-type: none"> ○ Develop/conduct new worker and incumbent worker training designed in collaboration with Metal Manufacturing cluster group and based on DOL competencies. Research funding options to support training (7 Rivers) ○ Work with food product firms to develop training curricula in food processing (SWSC) ○ Plan/develop "health care workforce excellence centers", replicate promising CNA apprenticeship programs ○ Establish sector working groups in construction and welding ○ Explore possible training initiatives in conjunction with industry cluster groups

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<p>Strategy 3: Support multilateral regional networks/partnerships (of business, labor, education and economic development and workforce development agencies) for cultivating high-growth, high-wage industry occupations appropriate to each region.</p>	<ul style="list-style-type: none"> ○ Clarify and differentiate among alternative ways of defining "region" for workforce development purposes. ○ Oversee/monitor GROW Region by Region project implementation. 	<ul style="list-style-type: none"> ○ Recommend program guidelines and funding priorities for GROW I and II Grants ○ Presentation on DWD Healthcare Workforce Task Force 	<ul style="list-style-type: none"> ○ Produce "commonality" report comparing and cross-referencing strategic plans of the four separate regions that comprises the tri-state 7 Rivers region (7 Rivers) ○ Formalize regional workforce partnership links with 7 Rivers Alliance regional cooperation network; conduct networking sessions with economic development agencies and hold regional economic summits (7 Rivers) ○ Align strategic plans of the 3 (Milwaukee/WOW/SE area) WDAs with each other, engage collectively in strategic planning as a single regional workforce alliance, and align strategically with the Milwaukee 7 regional economic development initiative (RWA SE/Milw) ○ Support and develop sector alliances in health care and manufacturing (West Central) ○ Hold annual "Synergy" conference networking and strategic planning (West Central)
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OTHER

In addition to Committee-specific activities noted above, other CWI Committees or the CWI as a whole have addressed Committee strategies and/or action steps in some manner. The following identifies several of these activities and the Committee goal and strategy.

Goal B -- Workforce Preparation and Support

- Funded study of impacts of workforce development services on workers displaced from Advanced Transform (Southwest Tech College) --Strategy 2, workforce preparation system (Dislocated Worker Subcommittee/Executive Committee)
- Presentation on Life Long Learning Accounts (LiLAs) -- Strategy 2, workforce preparation system (Full CWI)