

COUNCIL ON WORKFORCE INVESTMENT

WORKFORCE STRATEGY COMMITTEE

CWI Vision:

Wisconsin invests in its people to provide **QUALIFIED WORKERS FOR QUALITY JOBS**, delivering these investments through an:

- effective and agile workforce investment system that provides career-ladder opportunities,
- resulting in a highly educated, skilled and motivated workforce,
- for a vibrant, globally-competitive economy,
- and an exceptional quality of life for Wisconsin's citizens.

CWI Mission:

The CWI **provides strategic leadership** to Wisconsin's workforce investment system by advising the Governor on:

- Preparing the workforce for the future,
- Supporting the changing workplace, and
- Ensuring state and regional economic success.

Workforce Strategy Committee Mission:

The Workforce Strategy Committee supports the CWI mission by:

- identifying existing and future regional workforce and skill needs,
- supporting effective regional strategies to align the supply of qualified workers with the emerging demand, and
- upgrading that demand to advance a high-wage, high-growth economy.

NEW DRAFT OBJECTIVES AND STRATEGIES

OBJECTIVES	STRATEGIES
<p>Objective A: Workforce Information</p> <p>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.</p>	<p>Strategy 1: Identify continuing skill gaps facing current employers and workers in established industries/occupations.</p> <p>Strategy 2: Identify evolving skill gaps and anticipated skill needs in expanding or emerging industries.</p> <p>Strategy 3: Identify additional data needs at the regional level to assist in economic development, education and workforce planning.</p> <p>Strategy 4: Develop techniques and mechanisms to quickly identify emerging state and regional opportunities.</p> <p>Strategy 5: Develop ways to communicate new opportunities in order to encourage well-educated and highly-skilled workers, particularly those trained in WI, to remain in WI.</p>
<p>Objective B: Workforce Preparation and Support</p> <p>Increased access to PK-16 education and training via new or expanded models, with special attention to under-served populations (at-risk youth, disadvantaged adults, minorities, and residents of rural areas).</p>	<p>Strategy 1: Increase use of on-line and other forms of distance technology.</p> <p>Strategy 2: Increase use of open access to technical college core curriculum.</p> <p>Strategy 3: Maximize access, collaboration, and effectiveness, of existing efforts of PK-12 programs such as Youth Apprenticeship Program, Youth Options, Tech-Prep Program.</p> <p>Strategy 4: Continue efforts to expand articulation strategies and support final recommendations of the UW/WTCS Committee on Baccalaureate Expansion (COBE), including:</p> <ul style="list-style-type: none"> ○ Collaborative UW/WTCS delivery models for credit transfer ○ Proposed new UW Capstone Baccalaureate degrees for current WTCS ○ New WTCS Occupational Associate of Science Degree <p>Strategy 5: Develop education and training models to encourage and support entrepreneurship.</p>
<p>Objective C: Targeted Regional Priorities</p> <p>Increased opportunities for innovative regional partnerships that support high wage/high growth industry and key occupational sectors.</p>	<p>Strategy 1: Target key regional industry/occupational sectors to develop and implement new workforce education and training models.</p> <p>Strategy 2: Identify, support and disseminate information about successful public-private cooperative models of workforce training to prepare and upgrade skills of the incumbent workforce.</p> <p>Strategy 3: Support partnerships and opportunity networks for multi-county labor market regions involving business, labor, education, economic development and workforce development.</p>

Note: Strategies in Blue were previously under a separate 'New Opportunities' objective that has been incorporated into these 3 objectives.

MAIN POINTS OF PREVIOUS COMMITTEE WORK TO DATE

Note: CWC = Current Workforce; IWS = Incumbent Worker; BAEW = Better Alignment of Education and Workforce, EOC = Emerging Opportunities

NEW Objective A: Workforce Information	Work to date/discussion points and proposed action steps
Strategy 1: Identify continuing skill gaps facing current employers and workers in established industries/occupations.	• CWC/IWS: reviewed materials (prepared by Annette Nekola) on main points of incumbent worker training programs.
Strategy 2: Identify evolving skill gaps and anticipated skill needs in expanding or emerging industries.	• CWC/IWS requested info from WDBs about studies underway to identify region skills gaps.
Strategy 3: Identify additional data needs at the regional level to assist in economic development, education and workforce planning.	• CWC/IWS reviewed two documents related to skill gaps and needs, produced by WCTS: ✓ <i>Advanced Manufacturing Solutions</i> (October 2003) ✓ <i>Special Assessment—Listening to Business and Community Leaders</i>
Strategy 4: Develop techniques and mechanisms to quickly identify emerging state and regional opportunities.	• CWC/IWS conducted an informal e-mail survey of WDBs concerning skill gaps in various regions (results underscored “soft” skills in particular).
Strategy 5: 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.	• EOC has discussed improvements to JobNet to enable it to better collect skill needs data and the possibility of a centralized online database of skills gap information.

NEW Objective B: Workforce Preparation

Strategy 1: Increase use of on-line and other forms of distance technology.

Strategy 2: Increase use of open access to technical college core curriculum.

Strategy 3: Maximize access, collaboration, and effectiveness, of existing efforts of PK-12 programs such as Youth Apprenticeship Program, Youth Options, Tech-Prep Program.

Strategy 4: Support UW/WTCS Committee on Baccalaureate Expansion (COBE):

- Collaborative UW/WTCS delivery models for credit transfer
- Proposed new UW Capstone Baccalaureate degrees for current WTCS
- New WTCS Associate of Science Degree

- CWC/IW discussions of skill gaps issues (see above) prompted concerns that “soft skills” training needed to begin even earlier in the education process.
- CWC/IWS discussed issues related to migration from a degree-based to a skill-set-model-based paradigm.
- CWC/BAWE members drafted a proposal for CWI funding for pilot projects in the areas of training needs identification, flexible training access models and career exploration, all mainly targeting dislocated workers.
- EOC has discussed importance of better aligning K-16 education with emerging industry cluster efforts.

NEW Objective C: Targeted Regional Priorities

Strategy 1: Target key regional industry/occupational sectors to develop and implement new workforce education and training models.

Strategy 2: Identify, support and disseminate information about successful public-private cooperative models of workforce training to prepare and upgrade skills of the incumbent workforce.

Strategy 3: Support partnerships and opportunity networks for multi-county labor market regions involving business, labor, education, economic development and workforce development.

Strategy 4: Develop education and training models to encourage and support entrepreneurship.

Work to date/discussion points and proposed action steps

- CWC/IWS discussed internet-based tools for helping employers coordinate and pool training resources (and noted an initiative by WMC/WINs to develop an online inventory of training programs).
- CWC (through Dale Hopkins) has asked WAJTE to prepare a report on best practices in incumbent worker training. (A preliminary request to individual WDBs yielded information about SoCentral WDB’s career pathways project and the Employers Workforce Development Network in the Green Bay region.) WAJTE has drafted two conceptual project proposals for CWI funding for longer-term, more intensive survey efforts in this area.
- Several CWC discussions have reiterated the need for projects addressing the needs of immigrants.
- EOC has hosted presentations on clusters: “NEW (Northeast Wisconsin Economic Opportunity Study)” and “Supporting Wisconsin’s Clusters” (Dept. of Commerce).
- EOC has discussed the importance of approaching clusters from a practical (less academic) perspective, emphasizing the workforce (not industry) development angle, using data and research already available before funding new efforts.