

# **Addendum 10**

**Recommendations & Strategies**

**NEO Workforce Summit**

**June 1, 2016**

RECOMMENDATIONS AND STRATEGIES FROM JUNE 1, 2016 NEO WORKFORCE SUMMIT

JOBS IN DEMAND:

Employers' needs and issues:

- Workers with soft/job readiness skills
- Funding for paid experience based learning (internships/coop programs/apprenticeships)
- Better lines of communication/collaboration between business and educators, workforce agencies and CBOs to project workforce needs, and to fill skills gaps
- WDB industry-focused business services unit to connect with
- An intermediary to lead incumbent worker system strategy (career lattice/ladder approach) and to link employers and job seekers
- Better career counseling in high school, colleges, and workforce agencies; promote internships and externships

Employers are currently addressing some of these needs through:

- Incumbent training
- Investing in training schools to broaden the pool of 'job ready' candidates
- Promoting Skills based training, development of core competencies, informed by employer needs

NOW REGIONAL PLAN BREAK OUT:

An underlying concern about linking the local plans with the regional plan.

The regional plan should

- Clearly define the workforce system and direct implementation efforts be pursued as a region
- Address Transportation and wrap around service issues (crossing county lines)
- Make efforts to balance supply and demand in certain occupations
- Mine labor market data to surface opportunities that may not be posted
- Be data-driven, and define measurements for success & share

ECONOMIC INCLUSION:

- Develop a clearly articulated system of industry specific career pathways that identify needed skills and uses common assessment (founded on more industry driven collaboration with job seekers and trainers.)
- Approach should include wrap around services to support/develop a viable pipeline for hiring felons, and other workers with challenges and more opportunities to earn and learn for the working poor
- Match up public transportation access with job opportunities.
- Offer life-skills courses in middle and high schools, and summer job opportunities, and more opportunities to develop digital literacy
- Wage regional campaign to upskill