

Goal A: Increase Business Member Engagement	<u>Strategy A:</u> Increase Business member participation in priority sectors	<u>Strategy B:</u> Develop Business Council's capacity to fully utilize resources to better serve businesses	<u>Strategy C:</u> Formalize relationships among partners via MOUs to maximize opportunities to leverage resources	<u>Strategy D:</u> Establish metrics to gauge the BC's success		
	<u>Activities:</u> <ul style="list-style-type: none"> ✓ LMI for outreach to businesses ○ Need to identify business members for participation ○ Outreach to non-WDB members from relevant industries 	<u>Activities:</u> <ul style="list-style-type: none"> ✓ Outreach to chambers, rotary ○ Dev. Speakers Bureau ✓ Dev. Glossary 	<u>Activities:</u> <ul style="list-style-type: none"> ✓ Agreement in place with EDD for RR ✓ Contract with AJCC for Rapid Response completed. ○ Business Engagement Services plan pending 	<u>Activities:</u>		

Goal B: Determine Employer Needs & Address Skill Gaps	<u>Strategy A:</u> Partner more intentionally w Clusters (EVC) to connect w/ priority sector employers for purposes of focus groups, surveys, & networking.	<u>Strategy B:</u> Business & Employer Advisory Group will develop timeline and project plan for implementing skill gap analysis, collecting employer input, and developing options.				
	<u>Activities:</u> <ul style="list-style-type: none"> ○ WIA Services Manager has requested inclusion in cluster workgroups as they address workforce ✓ Shared workforce analysis study with EVC 	<u>Activities:</u> <ul style="list-style-type: none"> ○ Reconsidered Skill Gap Survey strategy ○ Recommend professional services contract for survey work. <p>Note: Group no longer exists.</p>				

Goal C: Identify & Partner with Priority Sector Employers	<u>Strategy A:</u> Procure economic analysis subscription for the purposes of identifying growth sectors.	<u>Strategy B:</u> Target training investments in these sectors via policy & outreach	<u>Strategy C:</u> Increase labor market (LMI) literacy among board members, staff, & key stakeholders to ensure data-driven decisions/ investments.	<u>Strategy D:</u> Increase system & collective capacity (awareness, commitment, & investment) in other customized training (CT) strategies.	<u>Strategy E:</u> Convene industry partners (manufacturing association), education/training providers, & BC to address skill development among the specialized manufacturing employers.	<u>Strategy F:</u> Implement CT to workers in the specialized manufacturing cluster in partnership with industry.
	<p><u>Activities:</u></p> <ul style="list-style-type: none"> ✓ Maintain a subscription to EMSI for LMI info for WDB Maintain EconVue subscription for LMI for AJCC ✓ Procured Economic & Workforce Analysis for local area ⊖ Need to issue RFP for consultant services to identify priority sectors for action 	<p><u>Activities:</u></p> <ul style="list-style-type: none"> ✓ Consultant provided input ○ Pending data review by BC members, employers, & economic development 	<p><u>Activities:</u></p> <ul style="list-style-type: none"> ✓ WDB staff assigned LMI duties ✓ LMI Report format for SLO Chamber & North County Chambers finalized ✓ LMI Report format for AJCC finalized ✓ Cluster Snapshots developed based on EVC identified clusters 	<p><u>Activities:</u></p> <ul style="list-style-type: none"> ○ Efforts on-going with AJCC, Community College & WDB staff 	<p><u>Activities:</u></p> <ul style="list-style-type: none"> ✓ Reconsidering industry to focus on. 	<p><u>Activities:</u></p> <ul style="list-style-type: none"> ✓ Attempt made in partnership between WIA/AJCC & Cuesta & Employer. Unsuccessful.

Goal D: Collaborate with Business & Industry & Education community to develop innovative Training solutions	<u>Strategy A:</u> Build awareness of worker training resources among industry & other workforce partners (i.e. community colleges, private training providers, etc.).	<u>Strategy B:</u> Increase SLOWDB staff, service provider, & system capacity to maximize limited resources	
	<p><u>Activities:</u></p> <ul style="list-style-type: none"> ✓ Catalog worker training resources incl: <ul style="list-style-type: none"> - Funds/WIOA resources, etc - Methods (cohort, IWT, OJT) - Additional training resources (ETP) ○ Need to update for WIOA ○ Identify partners that need to know of these options (ex. Community Colleges, Industry/Employer, Associations, AJCC Staff, WDB Staff, BC members, Partners) 	<p><u>Activities:</u></p> <ul style="list-style-type: none"> ✓ Train WDB staff and service providers on these resources. 	

Area	WIA Business Council	WIOA Aligned Committee
Membership	Business Representatives of the WIB who represent local priority sectors.	WIOA emphasizes “experts” on committees. Does the committee have the <i>right</i> members (relevant sectors represented), does the committee need <i>additional</i> members?
Focus	Services to Employers & Businesses, training in growth sectors, establishes linkages with organizations serving business to Increase employer involvement in the activities of the WIB	Greater emphasis on employer engagement as part of an <u>industry sector strategy</u> .
Recommendations to WIB	<p>Business Services Plan</p> <ol style="list-style-type: none"> 1. Determine employer needs 2. Integrate business services toe employers through the One-Stop (AJC) 3. Leverage other resources through education and economic development , and industry associations to support OJT and other customized training ventures 4. Identify training and educational barriers that hinder job creation 5. Identify skill gaps in the available labor force 6. Identify priority sectors that would likely contribute to job growth in the local area if investments were made for training and educational programs 7. Partner with priority sector employers to develop potential OJT and other customized training strategies. 8. Encourage business partners to help drive the demand –driven strategy through joint planning, competency and curriculum development, and determine appropriate lengths of training. 9. Work collaboratively with business and industry and the educational community to develop strategies to overcome barriers to skill achievement and employment experienced by populations in high growth high demand industries and to ensure they are being identified as a critical pipeline of workers. 10. Foster collaboration between community colleges and registered apprenticeship programs through MOUs or other formal mechanisms 11. Use innovative training strategies to fill skills gap 	<p>WIOA calls for: “industry-linked recognized certificates and credentials linked to in-demand occupations”</p> <p>Workforce Boards are required to “convened, use, or implement” sector partnerships.</p> <p>WIOA expects that policy related to sector strategies, business services, and employment and training services be driven by workforce research, and LMI and analysis, and economic development data</p>

	<p>12. Promote Rapid Response as a proactive intermediary for priority industry sectors rather than solely reactive services in response to layoffs</p> <p>13. Identify how RR will develop effective early warning systems and layoff aversion strategies</p>	
Labor Market Information (LMI)	Conduct Labor Market Analysis	WIOA <u>Adds</u> Carry out analyses of the economic conditions in the region and <u>Adds</u> conduct such other research data collection, and analysis related to the workforce needs of the regional economy that the board deems necessary.
Rapid Response	Oversight duties	Similar oversight and quality control processes.
Career Readiness Certificate	Champion WorkKeys	WorkKeys' National Career Readiness Certificate can be part of a viable sector strategy and a means to ensure that employer needs are met.
Skill Gap Analysis	Partner with business to identify and resolve skill gaps in priority industry sectors.	Local gaps can be identified via LMI.
Employer Engagement	Conduct presentations to employers and design effective outreach strategy to communicate value of services offered.	The local board leads efforts to engage with a diverse range of employers and with entities in the region: <u>Adds</u> promote business representation on the board; Develop linkages with employers; <u>Adds</u> ensure activities meet needs of employers; <u>Adds</u> develop and implement proven and promising strategies to meet employment and skill needs.

Career Pathways	Not addressed.	Local board, with representatives of secondary and post secondary education programs, shall lead efforts in the local area to develop and implement career pathways. See example.
Regional Coordination	Not addressed	Sector strategies & initiatives are a significant component of regional planning. See attachment.
In-Demand Industry Sector Definition	SEC. 3. DEFINITIONS. (23)(A) IN GENERAL. —The term “in-demand industry sector or occupation” means (i) an industry sector that has a substantial current or potential impact (including through jobs that lead to economic self-sufficiency and opportunities for advancement) on the State, regional, or local economy, as appropriate, and that contributes to the growth or stability of other supporting businesses, or the growth of other industry sectors; or (ii) an occupation that currently has or is projected to have a number of positions (including positions that lead to economic self-sufficiency and opportunities for advancement) in an industry sector so as to have a significant impact on the State, regional, or local economy, as appropriate.	WIOA mandates that the local board make the determination of in-demand sectors using labor market projections, including the use of LMI.