

Revised October 11, 2011
Updated January 2013

SLWIB Strategic Plan 2010-2015

WIB VISION

*"Building a Great Workforce;
Building Great Communities."*

WIB MISSION

*"Improve the quality of the
workforce to enhance the
productivity & competitiveness
of the region."*

1. Meet the workforce needs of the business community through regionally targeted industry partnerships (cluster/sector strategies).

- 1.1 Develop a sector strategy for the health care industry to begin 1st qtr 2010 (July 2010–September 2010) with Santee Lynches staff acting as partnership "intermediary". (On Target – first meeting was June 2010 and continuing...)
- 1.2 Align strategies and programs, and leverage resources of various partners to meet the needs of the sector partnership.
- 1.3 Develop a six-month Working Plan for healthcare sector partnership to be completed by April 2012. Working plan will identify in demand occupations in the healthcare industry.
- 1.4 Develop plans for implementing the next sector strategy.

- 1.1.1 Staff gain knowledge/technical assistance about how to effectively implement a sector strategy (October 2009 - December 2010). **Completed May, 2010 with hire of Corporation for Skilled Workforce Consulting Firm.**
- 1.1.2 Key start up issues include: Engaging economic development and other education and public partners, Engaging health care industry leaders and identifying champions, Further analysis of industry related data (**Completed March, 2011 with the convening of Public and Private Healthcare Partners**).
- 1.2.1 Identify the top three critical challenges in the healthcare sector throughout the four counties through private sector partners and market analysis. (**Completed April 2011**)
- 1.2.2 Identify resources that can be leveraged or braided toward common goals. (**Completed May 2010; targeted IWT funds toward Healthcare Sector**).
- 1.2.3 Initial implementation of the Working Plan - Healthcare Expo. (Completed February, 2012) (**Health Sector Partnership/Staff**)
- 1.3.1 Determine available funding to implement Working Plan (by June 2012 - Completed). (**Health Sector Partnership/Staff**)
- 1.3.2 Fully implement Working Plan in Fall 2012 - Completed. (**Health Sector Partnership/Staff**)
- 1.4.1 Upon successful completion of the healthcare sector strategy (Fall 2012), further analyze industry data and decide on specific sub-sector to be targeted (PY 2013). (**WIB**)

2. Establish a talent development system that provides life-long learning opportunities that prepare the youth and adults of the Santee-Lynches area for the jobs of our region.

- 2.1 Partner with local school districts in gaining understanding of workforce requirements and preparing teachers for the burgeoning workforce.
- 2.2 Develop a comprehensive system that prepares unemployed or workforce re-entry adults for employment, and upgrades the skills of the existing workforce for the changing workplace, ensuring alignment in supply and demand working through/with key stakeholders.
- 2.3 Develop a comprehensive system that prepares at-risk youth for employment and for obtaining the skills necessary for entry into employment and/or post-secondary.

- 2.1.1 Convene workshop between School Districts, Chambers, and Industrial Associations for revisiting/re-launching of Workforce 2000+ (January 2012 - March 2012 - Completed) (**Youth Council/Staff**)
- 2.1.2 Convene planning session with school superintendents from each district for purpose of developing "teachers in the workplace." (April 2012 – June 2012 – Completed via Summit on September 13, 2012. Pilot Site completed June 2012.) (**Youth Council/Staff**)
- 2.2.1 Convene annually a "summit" that provides for an overlay of Economic Outlook (forecast) with economic development activities and workforce readiness efforts. Identify gaps and the supply of available workforce. Link VOS data with Economic development activities and workforce readiness efforts. (April - June of each year - 2011 baseline). (**SC Works (One-Stop) Committee/Staff**)
- 2.2.2 Identify gaps between 2.2.1 above and the supply of available workforce. Link VOS data with Economic development efforts and local career cluster development. (Annually) (**SC Works (One-Stop) Committee/Staff**)
- 2.2.3 Establish outreach that complements physical presence of SC Works by connecting with unemployed workers in the community. October 2012 – December 2012) (**SC Works (One-Stop) Committee/Staff**)
 - Faith based
 - Service entities
 - Social media
- 2.3.1 Create a "community network" of educators, parents, and business partners for the singular objective of our youth completing high school with clear career objectives. (**Youth Council**)
 - Conduct asset map of stakeholders to identify organizations, services and training and support opportunities available to youth. (**Completed July 2011**)
 - Advocate youth strategy via community presentations, networking at interagency meetings, and personal meetings with agencies to discuss youth plan (ongoing) (**Youth Council/WIB/Staff**)
 - Invite local community "experts" to participate in Youth Council focus areas, increasing participation by 10% by (October 2012 - December 2012 – Completed - Ongoing) (**Youth Council/Staff**)
 - Create a means for network connection through social media such as blogs, YouTube, Twitter, or Facebook (July 2012 – September 2012) (**Youth Council/Staff**)
 - Oversee out-of-school youth program that meets state performance measures and collaborates with adult education and other community partners. (April 2012-June 2012 - Completed). (**Youth Council**)
 - Leverage WIA funding with Jobs for America's Graduates (JAG), College Access Grant and Department of Transportation (DOT) funding sources to increase impact of program. (**Completed September 2011, September 2012 - ongoing**)

3. Develop a high performing "WIB"

- 3.1 Meet State requirements for a high performing WIB in all required seven local board standards.
- 3.2 Measure, analyze and develop corrective actions for key performance indicators.

- 3.1.1 Meet Federal requirements for performance indicators in each of the following areas: Adults, Dislocated Workers & Youth. (On-Going). (**SC Works (One-Stop) Committee/Youth Council**)
- 3.1.2 Meet State requirements for a high performing LWIB as defined in LWIB Standards Review as issued December 3, 2010. (To be achieved by end of 2nd quarter PY'12). (**WIB/Executive Committee/Staff**)
- 3.2.1 Establish a scorecard/cockpit of key performance metrics allowing for high level monitoring of LWIB's performance against established annual performance improvement initiatives. (**WIB – Mr. Bobby Anderson, Ms. Sharon Teigue, Need a volunteer**)
 - Finalize scorecard/cockpit design incorporating three performance indicators each for Adult, Dislocated Workers and Youth by beginning of 4th quarter PY'11. (**WIB/Staff**)
 - Finalize base line data ending 4th quarter PY'11. (**WIB/Staff**)
 - Establish PY'12 – PY'15 percentage improvements for each of the key indicators. (**WIB**)
- 3.2.2 Develop an Internal self audit program that will measure progress and compliance against:
 - State high performing LWIB requirements(**WIB/WIB Chair & Ms. Areatha Clark**)
 - Federal performance requirements(**WIB/WIB Chair & Ms. Areatha Clark**)
 - Our progress against both our Strategic Plan initiatives and annual improvement in key indicators – ie. Scorecard annual improvements. (**WIB**)
- 3.2.3 Starting with PY'13 identify three other WIBs in the State that would be willing to benchmark activities with us for purposes of identifying new programs ideas and structure and performance of daily operations. (**WIB – Dr. Tim Hardee, Mr. Dan Yount, New Volunteer**)