

## Industry Workforce Alliance Process & Goals

### Goal:

With industry leadership, develop a talent plan that enhances the industry and addresses regional workforce challenges.

### *Step 1: Identify and Engage Key Industry Partners in the Region and in the Industry*

- Identify a lead to meet with industry, workforce, economic development and education institution leaders that will be part of the industry workforce alliance
  - Consider chair/co-chairs
  - Create the Industry Workforce Alliance (14-15 members maximum)

### *Step 2: Identify Current In-Demand Job Needs and Education/Training Supply Production*

- Begin with a review of in-demand jobs data about key industry, most likely with a regional view
- Identify the gap between *available talent pool* and the *skills needed* by companies in the region

*This process involves the following steps:*

- 1) Map talent supply production (graduates) out of degree and certificate programs to the in- demand occupations within the industry
- 2) Take into account available talent pool of potential underemployed and displaced workers (using OhioMeansJobs data)
- 3) Produce a skills-gap analysis and report for the industry workforce alliance

### *Step 3: Convene Industry Workforce Alliance to review regional industry-specific needs and priorities*

- Host a kick-off meeting
- *Selected Facilitator\** will review in-demand data, current regional workforce efforts and other talent data and work with Chair of industry workforce alliance to set meeting agenda and strategic priorities
- Convene Meeting
  - Facilitated meeting and dialogue with companies to discuss talent needs of the region
  - Review and edit the in-demand jobs data
  - Dialogue with companies in the region regarding challenges they face with hiring and recruiting skilled talent
  - Inventory current talent pipelines
    - Review skills-gap report
    - Discuss talent pipelines (include **education production/supply**, attraction, emerging, in-house)
    - Define and confirm talent skill gaps and barriers
- Using in-demand jobs and talent supply data, prioritize need by job classifications of highest priority and add timelines to the priority list
- Define skill sets and review outlines of skill sets common to job classifications identified as high need

### *Step 4: Build Talent Plan*

- Using all the collected data and information from formal and informal dialogue, begin to build a workforce plan with multiple components to feed talent into various stages of the pipeline
- Integrate existing regional efforts into strategy
- Identify funds needed to implement the talent plan and detail gaps in funding

#### *Industry Workforce Alliance – Key Goals*

- Identify Pipeline Today (Education and Talent Acquisition)
- Identify Projected Need (Ohio's In-Demand Jobs Data)
- Identify Partners
- Define Skill Levels
- Define Career Pathway
- Identify Marketing Needs
- Define Resources and Funding Needs
- Draft and Refine Priority Occupation Talent Plan
- Assemble Partners
- Implement the Plan

- Develop and refine talent plan, continue to secure data
- Future **industry workforce alliance meetings** will be convened to review talent plan, refine, develop phases and finalize both short-term (quick wins) and long-term strategy to address critical workforce needs in the industry for the specific region

### ***Step 5: Talent Plan Execution Begins***

- Execute Plan
  - Begin to execute the various stages of the talent pipeline plan
  - Stand-up or revise education/training program curriculum to meets business needs
  - Marketing (K-12 and Higher-Ed)
  - Internships to develop experience in specific occupations

### ***Step 6: Identify Sustainability and On-going Evaluation***

- Define what is needed to move the execution into the systemic way the industry and community leaders will build “industry-specific talent”
- Develop and implement metrics to continuously measure outcomes and make improvements/refinements to regional talent plan

### ***\*Industry Workforce Alliance Facilitator Selection***

Consider selecting a trusted “facilitator” to advance the workforce dialogue.

#### **Options:**

- 1) Hire a consultant from industry (Retired Talent Professional or current talent consultant)
- 2) Select a Workforce Development professional from the region that has knowledge of higher-education and business relationships



### ***Facilitator Responsibilities***

- Acts as staff and project manager
- Executes meetings, records, conducts research
- Engages regional delivery and support system partners in dialogue and to collect data on regional plan
- Identifies need for resources/barriers
- Conducts forecasting analysis with Talent Council members from industry
- Creates Industry-focused Talent Plan
- Submits Plan & Resource Need to Talent Council Chair
- Oversees regional plan implementation for the purposes of reporting
- Reports metrics