



Strategic Workforce Planning

STRATEGIC WORKFORCE DEVELOPMENT
PLANNING WORKGROUPS

NOVEMBER 17TH, 2023

Development of Purpose, Mission, Vision, and Values

PURPOSE: *The OWDC leads regional workforce efforts, dedicated to the development and implementation of innovative workforce systems, with a focus on community prosperity and economic well-being.*

MISSION: *Utilizing locally relevant data to empower innovative and agile workforce strategies; we focus on developing community prosperity, one job seeker and one employer at a time.*

VISION: *Achieving economic prosperity and exceeding the expectations of jobseekers and employers by providing data driven solutions and innovative strategies for workforce challenges.*

VALUES:

A word cloud of values including Responsive, Diversity, Customer, Trustworthy, Integrity, Innovative, Centric, Empowerment, and Transparent.

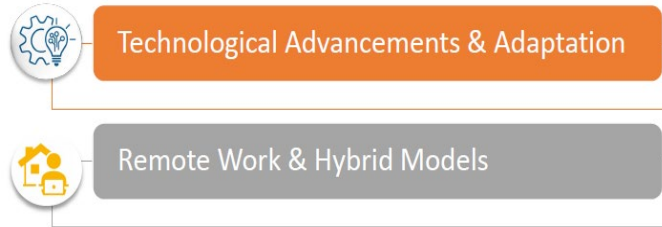


Needs Assessment Interviews & Results

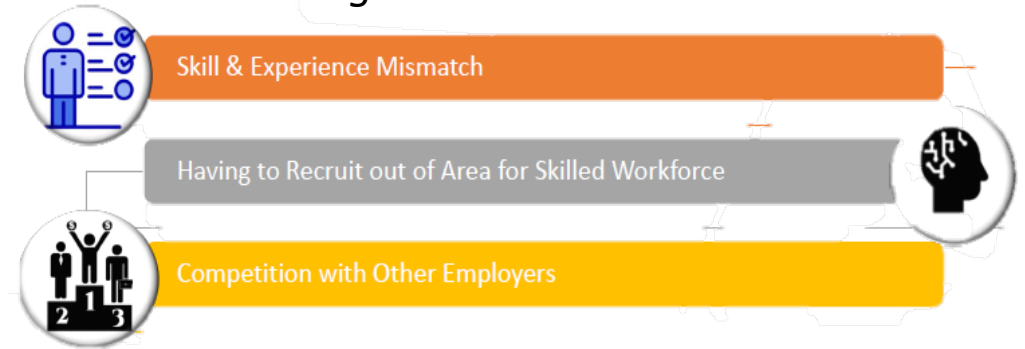
79% Council members interviewed
23 Council Members | 5 Alternates

# Interviews	28
Business	12
Community	6
Labor	1
Education	6
Economic Development	3

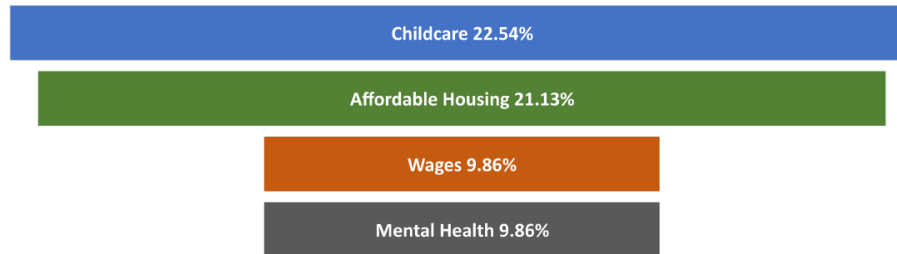
Positive Impacts



Organizational Barriers



Entering Employment Barriers



Knowledge & Skill Gaps



Recruitment & Retention

Organizational Changes &

Adaptation

Financially & Funding Issues

Industry-specific challenges

Community & Economic

Development



Creation of Work Groups



- Cindy Brooks
- Dr. Marty Cavalluzzi
- James Davis
- Monica Blackwood
- Colleen McAleer



- Matt Murphy
- Nicole Brickman
- Megan Mason-Todd
- Jessica Barr



- Brian Kneidl
- Mike Robinson
- Lisa Wheeler
- Marilyn Hoppen
- Lucinda Heidel
- Gina Lindal
- Anjalee Blackwell
- Terry Cox



Economic Landscape

Phase I: Prepare your team

Goal: build buy-in & support

- Build a team of workforce, education leaders for ongoing joint decision-making
- Inventory current regional economic development organizations and strategies
- Determine initial roles & responsibilities of partners - who will lead, what support can partners commit to
- Commit to looking at regional data analysis and economic development plans together

Phase II: Investigate

Goal: determine options for coordination with economic development

- Identify opportunities for collaboration based on regional analysis
- Identify services and strategies that could support economic development goals
- Ensure relevance for the region and the partners participating

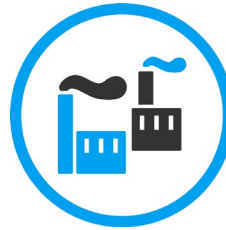
Phase III: Inventory and Analyze

Goal: build baseline knowledge

- Analyze trends, review outcome data and existing research
- Identify champions, resources and resource gaps
- Identify topics for discussion
- Identify what information is needed to engage



General review of purpose and expected outcomes



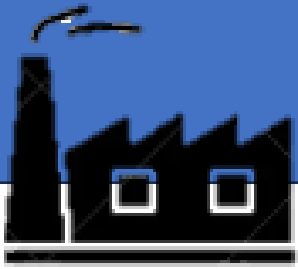
Discussion on industry and county specifics



What relevant data should be reviewed?



Action Plan and 'Homework' Assignments



Sector Strategies

Phase I: Prepare your team

Goal: build buy-in & support

- Build a team of workforce, education and economic development leaders for ongoing joint decision-making
- Inventory current sector partnership or industry-targeted efforts
- Decide on initial roles & responsibilities – who has the credibility to lead a sector partnership, what support can partners commit to
- Commit to looking at LMI data together

Phase II: Investigate

Goal: determine target industries

- Determine growth sectors to investigate
- Ensure relevance for the region
- Evaluate against 10+ consideration relating to growth, relevance to economic development activities, and other key factors

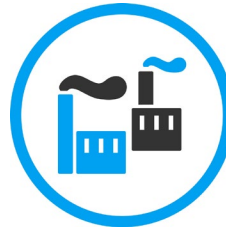
Phase III: Inventory and Analyze

Goal: build baseline knowledge of industry

- Conduct a baseline review of demand-side (employer) and supply-side (labor pool) data
- Analyze industry trends, review existing research
- Analyze data and develop a brief industry “report” or “snapshot” to start the engagement with employers
- Identify business champions to bring industry to the table



General review of purpose and expected outcomes



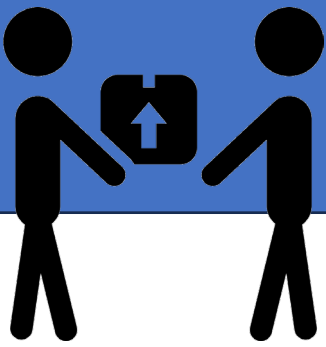
Discussion of industry & occupations (SOC codes)



Education and training opportunities & pathways



Review of data and industry survey



Service Delivery



Phase I: Prepare your team

Goal: build buy-in & support

- Build a team of workforce, education and economic development leaders for ongoing joint decision-making
- Inventory current regional service strategies
- Determine initial roles & responsibilities of partners - who will lead, what support can partners commit to
- Commit to looking at regional data analysis together

Phase II: Investigate

Goal: determine options for coordinated service delivery

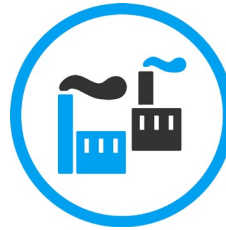
- Identify customers who could be better served by a regional approach based on the regional analysis
- Identify services that could be worth coordinating
- Ensure relevance for the region and the partners participating

Phase III: Inventory and Analyze

Goal: build baseline knowledge

- Conduct a review current services and strategies
- Analyze trends, review outcome data and existing research
- Develop a brief "report" or "snapshot" of the current state to engage current and potential partners
- Identify champions, resources and resource gaps

General review of purpose and expected outcomes



Needs Assessment, 14 barriers, and services



Whiteboard of current and future services



Reporting and snapshot discussion

Next Steps

PHASE III: Inventory & Analyze

GOAL: BUILD BASELINE KNOWLEDGE



- Conduct Review
- Analyze Trends
- Review outcome data and existing research

- Develop a brief “report” or “snapshot” of current state to engage
 - Demand side – Employers
 - Supply side – Labor Pool

- Identify
 - Champions
 - Resources
 - Resource gaps



Proud Partner



**Employment
Security
Department**
WASHINGTON STATE



**KITSAP COMMUNITY
RESOURCES**
Creating Hope | Restoring Lives



Washington State
DEPARTMENT OF SERVICES FOR THE BLIND



Washington State
Department of Social
& Health Services

Department of Vocational
Rehabilitation



West Sound STEM Network
Engage • Educate • Employ



**Olympic Educational Service
District 114**
Serving the Olympic & Kitsap
Peninsulas


OLYMPIC COLLEGE

 Washington State Department of
Labor & Industries

 **PENINSULA
COLLEGE**

