

Workforce
Innovation Board
of Ramsey County

**2016-2017
Strategic Plan**

December 1, 2016

Workforce Innovation Board of Ramsey County Strategic Plan 2016-2017

Vision: The Ramsey County Workforce Investment Board will be the recognized leader in identifying future workforce issues and developing appropriate responses to those issues.

Mission: The Ramsey County Workforce Investment Board will be the catalyst for comprehensive workforce development strategies that address both employer and jobseeker needs.

The WIB exists to:

- Help maintain the economic health of Ramsey County
- Identify current and emerging workforce issues and needs
- Create partnerships to serve the needs of businesses and job seekers
- Oversee publicly-funded workforce programs in Ramsey County

Strategic Objectives

Business Services: Market workforce services to multiple constituency groups, especially the business community, and raise the profile of the WIB

Integration: Develop and utilize integrated approaches to address workforce supply and demand gaps

Policy: Create strategic regional alignment to address workforce needs

Youth: Provide recommendations relative to policy direction and program oversight for implementation of WIOA and other funded youth activities; and to develop, implement and monitor a long-range plan for the Youth Committee

Business Services Committee

Primary Function: To position workforce to serve the needs of business with qualified candidates, particularly small and mid-sized businesses

Goal 1: Develop Workforce Innovation Board and workforce services marketing strategies and actions

Goal 2: Promote outreach to small and mid-sized businesses, including those that do not require 4 year degrees

Integration Committee

Primary Function: To assure that education, economic development, workforce, and business are working in sync, such that the labor market exchange thrives and employment inequities among low income persons of color, Native Americans, and persons with disabilities are addressed

Goal 1: Align workforce and education through a career pathways framework that connects job seekers to high demand occupations as determined by labor market intelligence; achieving income acceleration, livable wages and wage equity

Goal 2: Provide leadership and support for initiatives that reduce racial and disability employment disparities

Policy Committee

Primary Function: To assure the policy objectives for the workforce service area and the Workforce Innovation Board committees are before policy makers

Goal 1: Develop a policy agenda to advise and influence decision makers

Goal 2: Engage policy leaders in discussions of Ramsey County workforce needs and opportunities

**** Goal 3:** Raise the WIB's profile in policy development and funding advocacy (consider adding Goal 3 towards the end of 2017)

Youth Committee

Primary Function: To address broadly the needs of youth within the Workforce Service Area, with a focus on the elimination of racial inequities, from a principles and strategic perspective, separating policy from program

Goal 1: Encourage the alignment of the educational system with worker and industry needs

Goal 2: Advance the availability and quality of workforce counseling for young adults in junior and senior high schools

Goal 3: Support the development of workforce services for out-of-school young adults

Goal 4: Influence local businesses to train and hire young adults