

Governor's Workforce Summits: Final Report Overview

September, 2014



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Overview



- Messages from the Workforce Summits
- Key Components of an Effective Workforce System
- Building an Effective Workforce System
- How do we move forward from here?

Recap



- 6 Regional Workforce Summits
- Over 1,000 attendees
- Cross-sector participation
 - Business sector
 - Education sector
 - State & Local Government sector
 - Community Sector

Message from the Workforce Summits



The message from South Dakotans at the Workforce Summits was clear:

1. Having enough people with the right skills and competencies is the key to success
2. Employers need more ways to access and support a workforce with needed skills and competencies
3. Students and job seekers need more accurate views of career opportunities and employer expectations
4. Educators are critical to developing workforce skills and competencies
5. All sectors must collaborate to address these issues

The common question asked at every one of the summits was:

How do we move forward from here?

Key Components of an Effective Workforce System



Explore and Educate

Tools, information and opportunities to guide job seekers to available jobs

Recruit and Retain

Enhanced mechanisms that connect people to employers and provide support to fill jobs, and keep them filled



Common Language • Data • Unified Agenda

The coordinating elements that tie the system together

Strategies for South Dakota to Consider



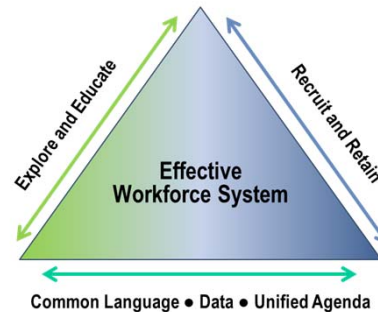
Explore and Educate

1 Explore Career Possibilities

- Career Exploration Tools
- Experience-Based Learning
- Targeted Awareness Campaigns for In-Demand Skills
- Career Counselor Resources

2 Educate for Employment

- Industry-Recognized Certifications
- Up-to-date Information on In-Demand Skills
- Business-Driven Curricula



Recruit and Retain

3 Recruit New Workers

- New Pools of Qualified Candidates
- Community Enhancements and Marketing
- Cross-sector Recruiting Partnerships
- Job Matching on Skills and Competencies

4 Retain a Productive Workforce

- In-House Development of Existing Workforce
- Clarity and Visibility Around Career Opportunities within Companies
- Workforce-Oriented Community Supports

Common Language • Data • Unified Agenda

5 Common Language

6 Real Time Data

7 Unified Agenda

- Planning and Goal Setting
- Cross Sector Engagement
- Performance Measurement and Management

Explore and Educate



Explore Career Possibilities

- Inform students and job seekers of the breadth of career options and development opportunities available while building an understanding of what those options are really like

Educate for Employment

- Refocus education programs and offerings to align job seeker skills and capabilities with the needs of employers in the region

Recruit and Retain



Recruit New Workers

- Identify new ways to access needed skills and competencies, especially for hard-to-fill jobs

Retain a Productive Workforce

- Retain talented workers who currently leave South Dakota to seek opportunities elsewhere and support those who stay in South Dakota to achieve their full potential

Common Language • Data • Unified Agenda



Common Language

- Help connect the right people to the right jobs at the right time by standardizing language around job seeker capabilities and employer needs

Real Time Data

- Aggregate data from disparate sources and translate into insights that support decision making across an Effective Workforce System

Unified Agenda

- Align planning and goal setting, cross-sector engagement as well as performance measurement and management to drive towards a common workforce goal

How do we move forward from here?



Each of us has the opportunity to help pave the path forward.

The answer to the question of “*how* to move forward” is different across sectors, but each sector has an important role to play.

For each sector:

- Self-assessment checklists
- Action questions
- Guidance to help them create their own roadmap for implementing strategies and building an **Effective Workforce System**
- Community specific information in the Appendices

Explore and Educate Assessment			
Strategy	Assessment Questions	Y	N
Career Exploration Tools:	Does your entity sponsor, support or promote broadly accessible tools that help students and job seekers explore career options? Do these tools provide access to real time labor market data?		
Career Counselor Resources:	Does your entity support vehicles for educating counselors on labor market trends, career options and related trainings? Does your entity have funds available to expand counselor resources?		
Industry Recognized Certifications:	Does your entity support industry recognized certifications? Does your entity promote or mandate these certifications as part of its programming?		
Robotics			
Supply/Demand			

Recruit and Retain Assessment			
Strategy	Assessment Questions	Y	N
New Pools of Talent:	Does your business actively pursue and develop talent pools outside of its traditional employee base? Does your business run specialized campaigns and messaging to recruit target populations within and outside of the state?		
Cross-Sector Recruiting Partners:	Does your business have established sourcing partners to help fill in demand positions? Does your business		
Job Matching on S&C			
In House Develop Existing			
Clarity and Viability Career Opp			

Common Language • Data • Unified Agenda			
Strategy	Assessment Questions	Y	N
Common Language:	Are your entity's programs and systems facilitating the use of a common language focused on skills and competencies rather than job title and descriptions?		
Real Time Data:	Does your entity have access to real time data to understand labor market dynamics and inform policy decisions?		
Planning and Goal Setting:	Does your entity participate in cross-program/stakeholder groups focused on workforce? Is there one person in your entity responsible for oversight over all workforce-related programs?		
Cross-Sector Engagement:	Is there a single entity responsible for organizing workforce collaboration across your entity?		
Performance Measurement and Management:	Does your entity measure all workforce programs using a consistent set of measures?		

Action Questions	
After completing your checklist for Common Language, Data, and Unified Agenda, use these guiding questions to start developing your action plan:	
<ul style="list-style-type: none"> • What are your state or region's greatest talent needs? • Where do you see the greatest opportunity for your entity to use skills and competencies to describe its talent needs? • Where do you see the greatest opportunity for your entity to use real time data about talent sources to meet your talent needs? 	

How do we move forward from here?



- What will the State do?
- What can local communities do?

What will the state do?



1. Use common language for job seekers and employers, starting with the Department of Labor and Regulation

- Connect jobs and job seekers using skills and competencies vs. job titles and descriptions
 - Help job seekers make career decisions based on market demand
 - Align educational programs with employer needs and skill gaps
 - Allow employers to access the full pool of available skills and competencies

2. Make real time labor supply and demand data available

- Aggregate data from disparate sources
 - Tells jobseekers where the most in-demand jobs are
 - Enables businesses to collaborate with the education and training providers that develop skills and competencies

What will the state do?



3. Identify and target new populations likely to move to South Dakota

4. Partner with community efforts to develop needed workforce

- Match community funded efforts to promote effective cross sector strategies

5. Utilize the Workforce Development Council to continue state and local collaboration

What can communities do?



1. Assess and prioritize the needs of each local sector

- Self-assessment checklists and action questions in the Summit report
- Other tools your community may identify

2. Create your community roadmap to implement strategies and build an effective workforce system

3. Participate in future Workforce Development Council meetings

- Discuss community cross-sector plans
- Ensure state and local planning collaboration



Thank you for helping develop an effective workforce system in South Dakota!