Aligning Workforce Development Resources
Missouri’s Sector Strategy Initiative
Today’s Agenda

- Explain Sector Strategies
- Why is it Important to be Involved
- Discuss the Role Economic Development Plays in Building Sector Strategies
Sector Strategies

- Regional, Industry-Specific Solutions to Workforce Challenges
  - Address the needs of employers
  - Address the needs of workers
  - Bolster regional economic competitiveness
  - Engage a broader array of key stakeholders
  - Promote systemic change
Sector Strategies = Partnerships
WIOA

- July 22, 2014 President Obama signed Workforce Innovation and Opportunity Act (WIOA) into law

- Better Alignment of workforce programs

- Support for sector partnerships and career pathways

- Emphasis on job-driven investments that directly connect training to employment
Why is this important...

- To promote strategies that will grow our economy by helping workers and businesses succeed
Key Challenges Across Systems

- Single-Employer Focus
- Arbitrary Boundaries
- Lack of Meaningful Employer Engagement
- Lack of Coordination Among Key Stakeholder
Talent development and change management consultants
  ◦ Nexus of workforce development, economic development, and education

28 years in operation

Headquartered in NJ
  ◦ Offices in Washington DC
Working in a Regional Context
Overall Project Objectives

- Provide a framework to meet businesses’ needs for skilled workers and workers’ needs for good jobs
  - Support development of diverse regional, sector partnerships to advance talent development approaches
  - Support further development of integrated career pathways
  - Help integrated regional teams identify and align resources to support collaborative strategies
  - Help align business and job seeker service delivery strategies to the “supply chain” vision
Working in a Regional Context

The Talent Pipeline – workforce as an asset for regional prosperity

Educational Systems

Economic Development

Workforce System

Targeted Growth Sectors
Seven Critical Success Factors

1. Sectors Based on Real-Time Data
2. Sectors Reflect Regional Consensus
3. Employer Talent Needs Identified
4. Partner’s Plans & Organizations Support Sectors
5. Education & Training Aligned
6. Business Services Aligned
7. Continuous Improvement & Sustainability

World-Class Sector Strategies
Thank you

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States and local areas should take advantage of sector partnerships in the development of career pathways:

- Career pathways should align with the skill needs of industries in the state or region.
- Sector partnerships can help identify and design industry skill standards, curriculum, and certifications that should be part of career pathways.
- Career pathways can use sector partnerships to engage employers on the labor market relevance of local pathway programs.