Train Smarter, Not Harder

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Workforce Investment Board of Southwest Missouri
Today’s Agenda

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- Work Ready Communities Update
- The New Skills Ecosystem
- Logic Model Approach
- Economic Development Opportunities in WIOA
  - Regional Leadership
  - Sector Strategies
  - Career Pathways
- Next Steps
Work Ready Communities
Work Ready Communities
ACT-CWRC Symposium
Hartley Powell, KPMG

- Global War for Jobs
  - Attractive business environment
  - Workforce
  - Developed infrastructure
- Incentives never make a bad site good, only a good site better
- Labor as a leading cost for investors
  - Skilled worker availability and quality
- Investors also want to understand the local workforce development network
ACT’s Economic Development Outreach

- Site Selection magazine ranking of states with NCRC index
- Leadership engagement
- Economic Development toolkit under development
LOIS & CWRC

Contact Lisa Franklin at KCPL for more information or get connected
System Approach to Skills with CWRC

New video from ACT-CWRC online at https://youtu.be/dGGthg4_DE8
Going to the Next Level
Applying Disruptive Innovation to WF/EcoDev

• Unbundling of products (telecommunications, healthcare, etc.)
• Flexibility for education in modules and delivery
• Aligned to real-time customer demand (employers, students, job candidates)
• Neutralizes the gatekeeper
Logic Model: Employers

Challenges:
- Low candidate pipeline
- Unqualified candidates
- Poverty & crime

Root Causes:
- Negative or zero awareness
- Zero/outdated training
- Underemployment, labor market disconnect

Solutions:
- Positive career exploration
- Short-term, stackable credentials
- Supportive services from community partners

Strategies:
- Analyze job aspects
- Crosswalk skills to credentials
- ID barriers to job entry and advancement
Logic Model: Educators

**Challenges**
- Shrinking student pipeline
- Lower completion rates
- Frustration with training and job programs

**Root Causes**
- Low awareness of sector job opportunities
- Difficulties balancing school with work
- Student loan debt, unmet outcomes

**Solutions**
- Positive career exploration
- Supportive services from community partners
- Stackable credentials concurrent w/ job growth

**Strategies**
- Promote sector assets
- Microcredentials paired w/ social barrier removal
- In-demand skills mapped to job growth stages
**Logic Model: Communities**

**Challenges**
- Job loss, stagnant or negative growth
- Poverty and crime
- Lower competitiveness

**Root Causes**
- Employers unable to meet skill and volume needs
- Under-employment, labor market disconnect
- Lack of means to prove value of local workforce

**Solutions**
- Stackable credentials concurrent w/ job growth
- Supportive services from community partners
- Verifiable skills data

**Strategies**
- Align microcredentials to employer skill needs
- Schools & social agencies use Career Pathways
- SectorReady & CWRC
How It Works
Ideal Outputs

• Employers
  • Skilled, available, adaptable workforce
  • Productivity and profitability

• Residents (students, transitioning workers)
  • Stronger wages, job stability
  • Clear guidance for school and career goals
  • Less/no student loan debut

• Educators
  • Verifiable demand for skills
  • Guidance for curriculum/programming

• Communities:
  • Lower dependency on social services/welfare
  • Lower poverty and crime
How It Works:

System Inputs:

- Students
- Transitioning workers
- Non-traditional labor sources
- Barriers
- Training programs
- Supportive services
- Career counseling

Supply

Workforce Development System

Demand

- Employment
- Innovation
- Temp/flex work
- Regional growth

Convener

Industry Leaders

Strategic Partners

WIB
How It Works

The What
Sectors vs Occupations?

The How

SECTOR STRATEGIES

INDUSTRY DEMAND FOR SKILLS

IDENTIFIES INDUSTRY REQUIREMENTS

WORKFORCE SUPPLY OF SKILLS

PROVIDES EDUCATIONAL OPTIONS

CAREER PATHWAYS
How it Works

Employer Inputs

- Entry level skills
- Skills to Advance
- Design of training
Intel Sources

• Employer Surveys
• One-on-one interviews, BRE visits
• Sector associations
• Business associations
• Human Centered Design methods
  ideo.org
• Sector Targets?
• Occupational areas for future growth
• Which industries are hiring
• Where to find employers hiring
• Job Posting Analytics (EMSI, Burning Glass, etc.)
INDUSTRY REQUIREMENTS

Rigorous Collection & Analysis of Labor Market Data

Requirements of Each Job

Identifies Natural Progression of Jobs Within Industry

Verifies Competency Models

Provides Work-based Learning Options

Establishes Industry Credential Requirements

Sets Global Skill Standards
# Production

<table>
<thead>
<tr>
<th>Job Role</th>
<th>Number of Jobs</th>
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<tbody>
<tr>
<td>Manufacturing Engineers</td>
<td>149 Jobs</td>
</tr>
<tr>
<td>Engineering Technicians</td>
<td>100 Jobs</td>
</tr>
<tr>
<td>Electricians</td>
<td>1,403 Jobs</td>
</tr>
<tr>
<td>Production Technicians</td>
<td>60 Jobs</td>
</tr>
<tr>
<td>Manufacturing Supervisors</td>
<td>1,820 Jobs</td>
</tr>
<tr>
<td>Maintenance Technicians</td>
<td>230 Jobs</td>
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<tr>
<td>Maintenance/Repair Workers</td>
<td>3,088 Jobs</td>
</tr>
<tr>
<td>Refrigeration Technicians</td>
<td>665 Jobs</td>
</tr>
<tr>
<td>CNC Operators</td>
<td>414 Jobs</td>
</tr>
<tr>
<td>Machine Operators</td>
<td>3,040 Jobs</td>
</tr>
<tr>
<td>Component Assemblers</td>
<td>3,310 Jobs</td>
</tr>
<tr>
<td>Production Laborers</td>
<td>7,467 Jobs</td>
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</tbody>
</table>

Salary Range:

- Minimum: $20,000
- Maximum: $120,000
<table>
<thead>
<tr>
<th>Job Position</th>
<th>Number of Jobs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Inform. Systems Managers</td>
<td>484 Jobs</td>
</tr>
<tr>
<td>Software Developer-Apps.</td>
<td>1,117 Jobs</td>
</tr>
<tr>
<td>Software Developer-Systems</td>
<td>242 Jobs</td>
</tr>
<tr>
<td>Systems Analysts</td>
<td>797 Jobs</td>
</tr>
<tr>
<td>Network Support Specialists</td>
<td>243 Jobs</td>
</tr>
<tr>
<td>Telecom. Installers/Repairers</td>
<td>489 Jobs</td>
</tr>
<tr>
<td>User Support Specialists</td>
<td>1,233 Jobs</td>
</tr>
<tr>
<td>Home Equip. Installers</td>
<td>89 Jobs</td>
</tr>
<tr>
<td>Data Entry Clerks</td>
<td>4,180 Jobs</td>
</tr>
<tr>
<td>Customer Service Reps.</td>
<td>4,143 Jobs</td>
</tr>
</tbody>
</table>
• Skills employers want
• Working conditions for specific industries
• Education & training needed for specific occupations
• What factors can stop you from getting a job
INDUSTRY REQUIREMENTS

- Rigorous Collection & Analysis of Labor Market Data
- Sets Skill Requirements of Industry
- Identifies Natural Progression of Jobs Within Industry
- Verifies Competency Models
- Provides Work-based Learning Options
- Establishes Industry Credential Requirements
- Sets Global Skill Standards
Job Profiling

INDUSTRY REQUIREMENTS
- Rigorous Collection & Analysis of Labor Market Data
- Sets Skill Requirements of Each Job
- Identifies Natural Progression of Jobs
- Verifies Competency Models
- Prepares Work-Based Learning Options
- Establishes Industry Credential Requirements
- Sets Global Skill Standards
In addition to validating an existing competency model, the employer and educator may wish to conduct a job profiling or job analysis session in which they verify the knowledge, skills, and abilities required to successfully perform "critical work functions" or tasks in the workplace. This may provide more information on the specific skill sets required for the employer's work site. In general, competency models include foundational skills to include personal effectiveness, academic competencies, workplace competencies, and industry-wide competencies.

Competency Model Clearinghouse (Career One-Stop): http://www.careeronestop.org/CompetencyModel/
Work-Based Learning

• On-the-Job Training
• Work Experience Programs
• Apprenticeships
• Internships
• Work Experience Programs (Subsidized, Tryout Employment)
  • Disabilities
  • TANF/Welfare
  • Ex-Offenders
Credentialing Units

• Aligned to skill requirements
• Aligns training with skills
• Streamlines candidate screening
• Aligns with stages of career advancement
• Stackable for college credit, degrees
• Nationally-portable
• Momentum & motivation
• Badges (Tech Sector)
1. Well connected and transparent education, training, credentials, and support services

2. Multiple entry points — for both well prepared students and targeted populations

3. Multiple exit points

INCREASING SKILLS, COMPETENCIES, AND CREDENTIALS INFORMED BY INDUSTRY/EMPLOYERS

NTH JOB IN CAREER PATH

3RD JOB IN CAREER PATH

2ND JOB IN CAREER PATH

1ST JOB IN CAREER PATH

BRIDGES

E.G. LICENSED INDUSTRY CREDENTIAL

E.G. CERTIFICATE DIPLOMA

E.G. 2-YEAR DEGREE

E.G. 4-YEAR DEGREE

E.G. MILITARY OR CIVILIAN WORKPLACE

E.G. HIGH SCHOOL OR CTE

E.G. ABE, TANF OR WORKFORCE SYSTEM

E.G. POSTSECONDARY SYSTEM

E.G. APPRENTICESHIP

Six Key Elements in Career Pathways

- Build Cross-Agency Partnerships
- Identify Industry Sector and Engage Employers
- Design Education and Training Programs
- Identify Funding Needs and Sources
- Align Policies and Programs
- Measure System Change and Performance
Training Pipeline

**Secondary to Postsecondary Programs of Study**

**Adult Career Pathways**

- **Low Skilled Jobs**
- **Semi-Skilled Jobs**
- **Middle Skilled Jobs**
- **Middle Skilled Jobs**
- **Advanced Skilled Jobs**

**Postsecondary Pathways (Including Apprenticeships)**

- **Stackable Credentials**
- **AA/AAS**
- **BA/BS in Technical Field**

**System Outcomes**

- Financially sustainable, aligned career pathways systems for youth & adults
- Increased number of skilled workers with credentials of value to the labor market
- Greater cost efficiencies by reducing duplication of services

- Discover the employer’s on-the-job skills and knowledge: the **Competencies**
- Organize the competencies and add teaching methodologies to create **Curriculum/Content for a Course**
- Create a series of courses and present in a sequence to become a **Career Pathway**
ADVANCED CREDENTIALS/DEGREES
Professional and/or management level credentials. Relevant degrees at 2-year, 4-year, or higher levels. Near or at higher points of sector/career pathways.

INTERMEDIATE CREDENTIALS
Additional technical skills leading to stackable credentials. Advance to 2nd, 3rd, or more job promotions in the pathway. Supervisory skills to lead entry-level employees.

SECTOR READY™
Short-term training and micro-credentials. Proven core technical skills in demand for success in work-based learning and entry-level jobs.

NCRC™
Foundational cognitive skills for learning and adapting to new pathway technical skills.
A WORLD-CLASS TALENT PIPELINE

Intake

Service Strategies Aligned to Sector-based Career Opportunities

Assessment Counseling and Support Services

Integrated Case Management

Training and Education

Sector-based Career Opportunities

Energy Creation/Transmission

Health Care/Social Assistance

Business Services and Research and Development

Transportation, Distribution and Logistics

Automobile/Aircraft Manufacturing
Missouri’s Next Steps

• Sector Strategies initiative through DED/DWD, Maher & Maher
• 10 Economic Planning Regions
• Refined targets
• Process development
Missouri Deliverables

- Gather, synthesize, and analyze economic, workforce, and education data
  - Statewide and regional target sectors validated by leaders
- Regions complete facilitated self-assessment of readiness
- Statewide Launch
  - Facilitated support for regional sector plan development
- Regional Industry Launch meetings
  - Develop one sector strategy in each region
- Web-based toolkit, CMS, and final report
  - To support regional implementation of sector strategies statewide
Missouri Timeline

- Begin assembling and/or expanding regional teams
  - Team rosters developed through local Workforce Boards
- Complete forthcoming regional self-assessment
  - In preparation for statewide launch
- October 28-29 Statewide Regional Launch Meeting
  - Select regional target sectors
  - Conduct SWOT analysis
  - Draft regional implementation plan
- November 2015-January 2016
  - Ongoing plan development work
  - Regional asset mapping
- January-May 2016
  - Regional Industry Launch Meeting
- BRE approach for employer engagement
  - WorkKeys Job Profiles
- Shorter-term (2-8 week) training
- Career Pathway tools & online apps
- In-depth services for high school/college career counseling
- Linking career pathways to public service agencies
- Credential pools for proving workforce quality and supply
Local Eco Dev Roles

- Connect with your local Workforce Board
- Participate in efforts to define (or refine) local/regional targets for sectors and occupations
- Help your region’s sector team to convene employers and stakeholders
- Advocate for training solutions with technical schools, colleges, and funders
- Advocate for solutions to resolve barriers to employment and training
- Propel Work Ready Communities outreach by connecting CWRC/NCRC info to your LocationOne profile (workforce tab) and other local outreach resources
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