



NARROWING THE SKILLS GAP

A REGIONAL WORKFORCE INITIATIVE

WHY A SKILLS GAP REPORT?

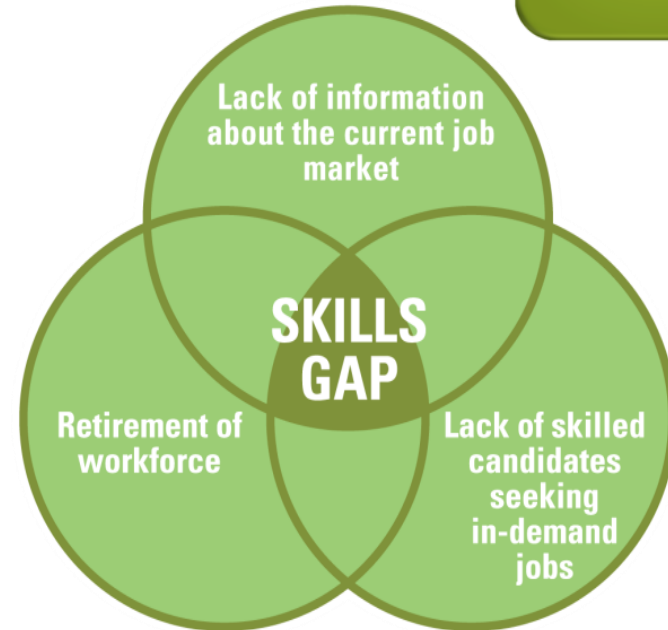


2012- 2014 Economic Development Strategy

- Increase public funding utilized for employee training
- 6 focus groups with employers on skills gap
- Publish action steps to narrow Skills Gap experience

PARTICIPATION

- Over 175 individuals provided input
- Over 20 organizations
- 3 Employer Focus Groups
- Labor Survey
- Process Maps
- Steering Committee Meetings
- Meetings to Validate Recommendations
- Finalize Recommendation Project Leads




STEERING COMMITTEE

KEY FINDINGS

- 1** Individuals entering the workforce do not necessarily possess critical skills.
- 2** Local labor market information and trends are not easily accessible to consumers of education.
- 3** Communication, coordination of information, and outreach efforts are not aligned to effectively address the skills gap.
- 4** Targeted resources are needed to support efforts to narrow the skills gap.

KEY FINDING 1: FOCUS GROUP RESULTS

Applicant Skills: Core Skills

- Writing in English
 - Strong math skills
 - Strong reading comprehension
 - Comfortable/competent use of information technology
 - Strong written and verbal communication
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KEY FINDING 1: FOCUS GROUP RESULTS

Applicant Skills: Employability Skills

- Strong interpersonal skills
 - Customer service skills
 - Strong critical and independent thinking
 - Problem solving
 - Demonstrate creativity/innovation
 - Leadership – ability to use interpersonal skills to coach and develop others
 - Professional behavior
 - Strong work ethic
 - Ability to work in a diverse workplace
 - Dependable
 - Safety conscious
 - Team player
 - Adaptable to change/flexible
 - Take ownership/initiative
 - Apply knowledge
 - Maintain composure under pressure
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ACTION STEPS

- **No Single Organization has capacity to implement**
- **Recommendation Project Leads are secured**
- **Project Workgroups to be formed**
- **Local Project Funding required**
- **Implementation of Recommendations in 2014 - 2015**



RECOMMENDATION 1

Gather timely local labor market information.

Project Lead: Scott Hodek, Regional Economist
WI Department of Workforce Development

Action Plan: Gather local data on key occupations

RECOMMENDATION 2

Communicate local labor market information based on the data generated in recommendation 1.

Project Lead: ECA-EDC and Educational Partners

Action Plan:

1. Create a consistent framework for sharing local occupational information
2. Distribute information through multiple channels which should include high school course catalogs

RECOMMENDATION 3

Reduce educational and training barriers for students with economic challenges.

Project Lead: United Way

Action Plan: Development of microgrants for individuals entering an educational program or obtaining employment related to a key occupation

RECOMMENDATION 4

Develop a regional strategy to recruit individuals trained in disciplines not available through area educational institutions.

Project Lead: Russ Korpela, Exec. Director
Momentum West

Action Plan (Near Term): Develop regional recruiting strategies to address occupations not grown locally

Action Plan (Long Term): Bring engineering related curriculum to universities in western Wisconsin

RECOMMENDATION 5

Address outreach barriers impacting placement of students and adults in career exploration and work experiences.

Project Lead: Area EDC's and School to Work coordinators

Action Plan:

1. A relationship management website
2. Business organization's should incorporate website in their outreach efforts

OVERSIGHT COMMITTEE

A monitoring task force will continue to meet as part of the next phase in this initiative.

This group will monitor progress and assist the workgroups in addressing barriers to successful completion.

BUSINESS CHECKLIST

Each business can play a role in narrowing the skills gap.

Page 12 of the Skills Gap report will provide a quick guide on ways that businesses can participate.



QUESTIONS AND ANSWERS

