

ONE VISION: TLH REGIONAL TALENT PLAN 2022

OVERVIEW: The One Vision strategic planning process, guided by the Talent Development Council, included stakeholder input, qualitative research, the development of strategic recommendations, the creation of an implementation plan, and the establishment of performance metrics to measure implementation success. This plan outlines strategies and actions for Phase One and Phase Two.

Phase One Goals

1. Raise awareness and measure reach of job seekers and employers to provide a baseline
2. Increase collaboration with stakeholders and create ownership of this plan
3. Establish a system and one-stop online resource for workforce and education information

Strategic Priorities

Create a More Efficient Workforce Development Ecosystem

From public school activities to university programs and community education initiatives, there are a variety of available workforce resources and service providers in the Capital Region. Resources exist to help students and graduates with information and skill development needed to ensure pathways to advance education and career success. Yet, few people are fully aware of the comprehensive services and many providers could benefit from more efficient coordination and partnership.

Develop a Pipeline of Highly Skilled Talent

One of the top priorities for industry is the availability of a skilled workforce. The Capital Region is well positioned to reframe its worker pipeline by investing in specialized, short-term training opportunities, increasing internship and apprenticeship opportunities, and decreasing barriers to employment for targeted populations.

Promote Access to Training and Employment Opportunities to Targeted Populations

To decrease the high rates of unemployment and provide the under-employed with meaningful and livable wages, the Capital Region will commit to eliminating barriers that exist for target population cohorts - single parents, the formerly incarcerated, disconnected youth, and those living with disabilities. Barriers to employment include but are not limited to transportation, criminal history, childcare, basic needs insecurity, and food insecurity.

Measurement of Success

1. Individuals reached/impressions (Website visitors, engagement and number of click through to resources)
2. Conversions (to enrolling)
3. Job placements
4. Deliverables (online portal, toolkits, etc.)
5. TalentHub (jobs posted, applications submitted, employers, and career seekers)
6. CareerSource Capital Region metrics (employers and career seekers assisted)
7. Employer survey feedback

Talent Development Council



2022 ACTION PLAN

Strategy 1: Create a More Efficient Workforce Development Ecosystem

1. Working closely with the Talent Development Council, have a lead agency that is staffed to ensure the implementation and success of this plan. (1)
2. Explore brand elevation opportunities of CareerSource Capital Region Regional Workforce Training System through the work of this plan and further promotion of the services. Utilize Career Source Capital Region Navigators for outreach. (1)
3. Develop a fund development plan to directly support the work of the partnership as well as pursuing funding opportunities for all workforce partners. Assist partners in joint funding efforts. (1)
4. Develop an online portal providing information about workforce development resources available across the region; develop an asset map of the workforce system listing those providers and their respective services, locations, administration, and implementation structures. (1)
5. Curate, post, and regularly update a list of top in-demand jobs, associated credentials, and local education options. (1)
6. Create resource guides of workforce development and career resources for public school counselors to better educate students and families about career and training opportunities. Distribute in schools and include on online portal. (1)

Strategy 2: Develop a Pipeline of Highly Skilled Talent

1. Elevate and increase employer collaboratives; convene industry leaders to understand current and future jobs and skills gaps and provide data for educators to ensure curriculum (PK to 20) aligns with existing and future industry needs. (1)
2. Identify sources to fund additional industry-specific training curriculum and programs that align with high-demand, high-growth sectors of the Capital Region's economy. (1)
3. Support efforts of Lively Technical College and Tallahassee Community College to increase the availability of accelerated, short-term training opportunities to allow participants to quickly enter the workforce with qualified credentials. (1)
4. Partner with local school districts and private providers to support school readiness and grade level achievement. (1)
5. Partner with the Leon, Wakulla, and Gadsden County Public Schools and related partners to expand work-based learning opportunities. Look at best practices at state and national levels (academies, etc). (2)
6. Establish an internship microsite (like Miami's www.tdnmiami.com) to reduce the local brain drain. Expand Tally Job Hop and Prof Hop. (2)
7. Partner with school district to establish college and career centers for each district with a full-time college and career teacher/counselor at each high school. CareerSource Capital Region Navigators may be a solution for this item. (2)
8. Scale up entrepreneurship training by marketing existing opportunities like the programs and resources of AERO and Domi Station to increase engagement and participation. (2)

Strategy 3: Promote Access to Training and Employment Opportunities to Targeted Populations

1. Partner with faith-based communities and others to reach target populations. (1)
2. Curate resources available to each of the targeted populations and work toward better collaboration with local organizations serving these community members. (1)
3. Adopt skills-based hiring practices to reduce bias and increase diversity in the workplace; work with chief diversity officers. (1)
4. Promote success stories for each of the targeted populations. (1)
5. Coordinate and increase support for first generation college students to improve achievement and ensure their success. (2)

Timeline

PHASE ONE (1): **2022**

PHASE TWO (2): **2022 - 2023**