

Region 1 Proposition: *There is a finite number of “talent pools” to draw from to address the labor force shortage, notwithstanding increased birth rates or automation. In order to effect change and implement solutions, strategies and tactics will be identified as falling under one of these sources, and appropriate partners engaged to support relevant strategies.*

S

Students - develop and retain youth

- Help students identify best career match and corresponding local opportunities
- Educate parents regarding local opportunities/industries
- Ensure career pathway education leading to local opportunities
- Target industries with high demand, high wage occupations

Primary Employer Partners: *Career advisors/counselors, RC3/ICCC, High Schools, Colleges/Universities, Adult Basic Education, Industry Associations/Chambers of Commerce*

O

Older workers - retain and value mature workers

- Delayed retirements
- Eliminate ageism
- Continue training
- Downsizing career options
- Succession planning
- Flexible scheduling, reduced hours/job share
- Offer leadership roles
- Lateral moves; cross-training

Primary Employer Partners: *Partnership for Workforce Solutions – capture and replicate best practices*

U

Under-employed and under-represented workers

- Recruit and provide supports to populations not currently in the workforce
- Individuals of color and Native Americans, and New Americans
- Individuals with barriers including physical and mental disabilities, addiction, former offenders
- Individuals with barriers to employment including housing, child care and transportation
- Veterans
- Ensuring welcoming workplaces/welcoming communities

Primary Employer Partners: *Workforce System, CBO's/D&I, County assistance, Tribal Organizations*

R

Residents - attract and retain new residents to the region

- Collaborative marketing campaigns and employer engagement
- Welcoming communities/welcoming workplaces
- Housing availability
- Trailing spouses/families

Primary Employer Partners: *Regional Development Commissions, Initiative Foundations, local Economic Development, Chambers of Commerce, Tourism, CBO's/D&I*

C

Caregivers - supporting parents and other caregivers to remain in the workforce

- Child/Elder care
- Childcare/Eldercare benefit option
- Flexible scheduling, reduced hours, job share
- Community coalition

Primary Employer Partners: *CBO's, Initiatives Foundations, Regional and Local Economic Development*

E

Efficiency in the workforce

- Hire the right people at the right cost the first time
- Identify desired career pathways
- Create positive workplace culture
- Begin retention efforts day 1
- Develop skills of every employee
- Conduct “stay” interviews

Primary Employer Partners: *Partnership for Workforce Solutions – capture and replicate best practices; Customized Training Providers; Workforce System; Industry Associations*