

## Job Readiness/Workforce Development Workgroup

Notes for REDC meeting (9/29/2011)

Strategic Plan for 5 years.

- What can we do now to make changes which are long lasting
- How can I enhance my workforce in my business to create an atmosphere of open capacity that I can bring in more work?
- How do we help companies such as McDonalds to a complex business (Cummins/Ford) open up capacity to grow?
- In source new work by upgrading the skills of the employees
- Incentives are what is drawing businesses to areas
- We need training funds for businesses either OJT and/or funds for training incumbent workers
- Skilled labor as a resource
- Keep our industry sectors in mind
- Grow our own –
- NFIEC
- Meeting the immediate needs of the employers will focus on the key sectors – advanced mfg; healthcare/life sciences; professional services (financial services); agriculture/tourism

## Strategy statements

- ✚ Increase percentage of applicants that meet business criteria for hire by securing training funds and training moneys and wage supports for new hires.
- ✚ All students to graduate from H.S. must pass the 8<sup>th</sup> grade TABE tests for math and literacy.
- ✚ Align the performance measures being used by schools systems (including higher education) with the performance criteria being used by businesses and industry.
- ✚ Engage the low skills adults to increase their literacy and numeracy abilities by establishing business education partnerships.
- ✚ Improve & refine training programs to integrate theory & practice and meets the needs of business and industry by integrating funding streams.
- ✚ Propose variances & waivers to regulations and mandates that constrain business development by establishing an ad-hoc committee of WNYRC
- ✚ Align workforce investment with capital investment.
- ✚ We need to provide Training funds through ESD to companies that are expanding and are making capital investments for specific businesses who are improving business productivity which opens up capacity for in sourcing additional work by providing direct training dollars/tax credits.
- ✚ Communicate the message of the importance of work relationship. Full employment = quality of life. This should be communicated to everyone.

- “There are jobs”
- Community influentials to individuals 16 -24
- Work is good
- Young people need post-secondary education
- ✚ Communicate message to 16 -35 age group to be college/career ready –
  - Create STEM pipelines,
  - Promote BEEP (Business & Education Employability Portfolio) in all WNY high schools
  - Promote ISci WNY
- ✚ Communicate the message to business & industry that “college & career readiness’ is directly related to their needs.
  - Promote Teacher/Business relationships through training programs for teachers/counselors. Utilize the NFIEC vehicle
- ✚ Align business & industry with education
  - State Regents reform agenda
  - Meet the needs of employers for skilled labor by enabling business and industry to collaborate in further development of the regents reform initiatives for college and career readiness.
- ✚ Meet the needs of employers for skilled workers by expanding/adapting widely successful models to target under & unemployed adults
  - Develop job readiness/career paths for Adults (unemployed)
  - Enhance and promote DOL talent bank and job database
- ✚ Promote business development by removing legal, regulatory constraints that stifle growth