

FY17-20 LOCAL AREA STRATEGIC PLAN – BOARD APPROVED

GOAL	IMPLEMENTATION STRATEGY	MEASURABLE OUTCOME	IMPACT TO DATE	FUNDING STRATEGY	FUNDS AWARDED
GOAL 1 Align economic, workforce and education systems to coordinate systems based on skill needs in the region.	Develop a coordinated strategic alliance with required Career Center Partners that includes Adult Basic Education providers, Mass Rehab Commission, Dept. of Transitional Assistance, Sr. Community Service Employment Program, Mass Comm for the Blind.	Accomplish a comprehensive MOU with mandated and key partners to address service strategies and alignment of resources.	FY17 Interim MOU in effect agreeing to work on comprehensive document in 3 rd quarter for FY18.	Collaborate on grant opportunities with partners as appropriate (i.e. – Integrated Education Training Grant Application with NBPS Adult Ed. Program).	
	Other key partners include Bristol Community College, New Bedford Economic Development Corp., and regional Vocational High Schools.	Compare Strategic Plans and develop aligned workforce goals on an annual basis.	None – working toward implementation for FY18.	Seek to develop collaborative grant applications and determine how to best braid respective funding sources to meet aligned goals.	
	Conduct an annual Performance Measurement review of Career Center activities that align with meeting WIOA performance goals and regional needs. <ul style="list-style-type: none"> - Conduct peer to peer meetings with NDS Board of Directors. - Define Metrics <ul style="list-style-type: none"> o Job Seekers o Employers o WDB expectations 	WDB ExComm to meet quarterly with OSCC peers.	FY17 Career Center Stats: <ul style="list-style-type: none"> - Clients trained - Employed at 2nd & 4th qtrs. - Wage Impact: Personal Net Aggregate Income. - ROI: Total Income/Total Training dollars invested. - Incumbent Workers trained - New and repeat Employer contacts - Job Profiles completed - Pipeline training programs/ 	Utilize a blend of WIOA Adult & Dislocated Worker Funds that lead to industry credentials to gain employment.	Wage Impact: ROI
		Metrics to inform public on regional workforce progress such as: <ul style="list-style-type: none"> - Sustained effort to lower unemployment rate - Number of job seekers trained (Career Readiness 101) <ul style="list-style-type: none"> o Publicize training opportunities for unemployed - Number of incumbent workers trained <ul style="list-style-type: none"> o Publicize training opportunities for incumbent workers - Number of Employers who are utilizing the Career Center Measure efforts to develop industry sector talent pipeline			

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GOAL 2 Increase talent recruitment and hiring for business partners through business outreach, candidate referrals, and education and training activities that match business need	Align with State Wide plan for Re-design of business services model at the One Stop Career Center	Achieve “no wrong door” entry for business entry and all Career Center staff aware of priority sector needs as prescribed by Biz Works and Demand Driven 2.0	Awaiting state guidance on implementing standardized tool.	Requires a dedicated BSR of both DCS and CC Operator.	To be determined via annual budget process.
	Support the local members of Southeastern Massachusetts Advanced Manufacturing Collaborative and add new members over next 4 years that will benefit from a talent pipeline and incumbent worker training need to remain competitive.	Convene local partners to discuss local needs and establish mutually agreed upon priorities that will increase the talent pipeline. To be accomplished at least semi-annually.	<p>WIB has a \$15k set aside through Mass MEP to provide basic manufacturing skills for local employers.</p> <p>Nov 2016: EOHEC awards WIB \$230,000 to replicate FY16 manufacturing talent pipeline training program that had 80% success rate for employment.</p>	<p>WCTF* \$1mm available for FY17 projects statewide.</p> <ul style="list-style-type: none"> - Apply for at least 1 grant that will total appx. \$250k to increase the local talent pipeline. - HED Middle Skills grant.** \$1mm available for FY17. - Use Sector Partnership grant to increase capacity support to Manufacturing employers. - Develop a Workforce Training Fund Consortium grant application in 2017. - Increase ABE funding allocation by \$100,000 in every Gateway city in Massachusetts. 	<p>\$230,000</p> <p>\$39,000</p>

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GOAL 3 Increase credentialing and job placement outcomes for individuals, including individuals with barriers to employment	Convene tri-annual meetings with educational partners to collaborate and inform all parties of WIB initiatives that may require grant writing support, development of training curriculum, and creating internship opportunities to support sectoral initiatives in Healthcare, Hospitality, and Off Shore Wind	Convene additional priority sector partners in steering committee format to determine need to formalize a Collaborative to work with education leaders to develop demand driven curriculum that will meet employer needs and train 100 incumbent workers annually.	Area manufacturing employers have participated in WIB surveys that indicate a need for incumbent worker training	Utilize Workforce Training Fund T.A. and Consortium Grants to provide advanced skills training for workers.	
		Develop at least 20 internships annually for high school and college students.	Healthcare Steering Committee to convene in Qtr 3 of FY17.		
	Improve job seeker skills through advocacy to increase funding opportunities for Adult Basic Education; HISET attainment and ESOL to be positioned for talent pipeline training opportunities	Lobby the area legislative delegation to increase state budget for ABE	Plan a legislative luncheon with Executive Committee in early Qtr3 of FY17 to make case for workforce supplemental budget line items		
		Decrease number of career center customers that only speak a language other than English by 5% annually with FY18 kickoff.			
		Apply for Rapid Response and National Dislocated Worker Training funds to fund ESOL cohorts from High Liner Foods as well as CNC machinist training for Symmetry Medical workers.	Developed in collaboration with EOLWD - Funds applied for in Qtr 1 of FY17.	Grant applied for and WIB awarded \$180,000 from EOLWD to assist 50 High Liner displaced workers. Sought additional technical assistance from DCS to apply for NDWG in July – Grant submitted and awarded to assist 130 High Liner and Symmetry Medical Workers for re-training. Total Award: \$219,393 WIB/NDS share is \$7,600 to assist in recruitment and administration.	\$180,000 \$784,648
	Identify credentials that lead to employability and earn college credit leading to a minimum of Associates to maximum of baccalaureate degree via long term career planning.	Partner aggressively with Bristol Community College to promote 52 week “on-boarding” that will allow for rolling enrollment in class and credit credentials.	BCC has partnered with the WIB and Career Center to train long term unemployed as CNAs in FY17 who will earn HISET and some college credit.	Partnering dependent upon funding sources and designated lead applicants.	\$7,600
	Convene local sector partners to understand credentials required to meet labor demand needs.	Share findings with regional training providers including Regional Vocational schools, Community Colleges and Universities. Find ways to develop new credentials and credit courses to address labor needs.	Have collaborated at several levels to discuss training needs and venues required at Regional Vocational schools, Community Colleges and UMass-Dartmouth.	Support Workforce Capital Skills grant application efforts of Regional Vocational schools. Nov/Dec 2017 – reviewing and providing letter of support to Old Colony and Greater New Bedford Vocational High Schools for new Machine Operator, Carpentry shops and Robotics lab.	
	As grants opportunities develop, make slots available for job seekers with diverse backgrounds including women, minorities, veterans and disabled.	WIB will make efforts, as need and funding arises, to submit at least 1 training grant application annually to increase talent pipeline in priority sectors likely to include manufacturing, healthcare and retail with Off Shore Wind emerging.	OEHD grant for \$230k now operational for manufacturing pipeline training to serve 24 participants(see Goal 2, Page 2).		
	Compare best practices for enhancement of job seekers possessing multiple barriers to employment (including those who were formerly incarcerated).	WIB to develop position papers on the benefits of hiring job seekers with multiple barriers – especially for those with documented disabilities. This will be accomplished by collaborating with the Mass Rehab Commission; Mass Commission for the Blind, DTA and local non-profits. Increase number of disabled served by the Career Center by 5% annually beginning in FY18. Develop a plan to assist formerly incarcerated job seekers to increase employment by 5% annually.	Convene and determine the level of commitment by partners to convey message of hidden labor force.	Seek specific state and foundation support available.	



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GOAL 4 Increase credentialing and job placement outcomes for youth, including youth with barriers to employment	Convene local sector partners to understand credentials required to meet labor demand needs to hire youth.	Seek to develop at least 2 new industry recognized credentials leading to jobs in demand in the WIB region.	Currently researching Pharmacy Technician program that provides for industry recognized credential and labor market demand	Utilize WIOA annual budgets	
	Develop Requests for Proposals for FY18/19 that require bidders to propose innovative strategies to assist out of school youth in attaining HISET, an Industry Recognized Credential leading to a job or post-secondary education. RFP to include component to assist individuals with documented disabilities.	Increase bid responses beyond most recent RFP issued in 2015 by 2 additional bidders.	Scheduled for late Quarter 3 release in FY17.		
	Improve employability and educational goals for in school youth that will focus on increasing paid summer internships in the region.	Collaborate with EICC advisory members of New Bedford High School to develop 75 paid internships in the summer of FY18 and increase by 50% annually through 2020. Introduce Commonwealth Corporation Signal Success curriculum to all NBHS students to assist in making career choice options.	Planned meetings in December 2016 Comm Corp in current negotiation with NBHS	Advisory members will convene several entities to engage employers including teachers, SouthCoast Leadership alumni, and local trade associations. NBHS identifying funds within its budget for implementation.	