

*HIGH COUNTRY WORKFORCE DEVELOPMENT BOARD
STRATEGIC PLAN UPDATE
2008-2011*

Our Mission: Building an adaptive workforce system to meet the demands of a globally competitive economy

Our Vision: A world class workforce for our region's businesses

Our Core Values: We invest in services to our communities with both passion and compassion. We achieve our mission by setting and reaching meaningful goals while relentlessly striving to improve services. We demonstrate our values through strong leadership, relationships, vision, integrity, imagination, and unquestionable trust.

Our Priorities:

- **Designing and directing resources** to enhance and sustain development of the region's workforce;
- **Research and Analysis** to guide and support workforce development decision-making;
- **Evaluation** to identify existing strengths and bridge gaps in the workforce delivery system;
- **Aligning Assets** to effectively meet the needs of the region's businesses and workforce;
- **Managing** funds, programs, and initiatives to ensure the most effective use of workforce development goods and services;
- **Supporting system solutions** to workforce needs.

Our Goals and Strategies:

- I. **Develop strategies which supply a qualified workforce to target industry sectors.**
 - a. Key business/industry sectors guide the design and delivery of workforce services to meet strategic needs and look to the High Country Workforce Development Board for support on significant regional and multi-regional workforce issues.
 - b. Businesses have confidence in skills and work readiness of candidates referred from JobLink Centers/public workforce system as evidenced by increased use of system.
 - c. Education and training institutions deliver training that meets local labor market demands to allow the region's residents to be prepared for and hired in high demand, high growth, family-sustaining industry sectors.
 - d. Locally significant measures are in place to determine system success and consistent quality of demand-driven service.
- II. **Maximize opportunities for the emerging workforce to obtain the academic and skill competencies required by employers.**
 - a. Active collaboration with local secondary and post-secondary education systems is in place as evidenced by participation on Youth Council and Board workgroups, specific events such as summits, on-going partnerships and joint efforts.
 - b. The number of WIA youth entering post-secondary education or other credential training is increased.
 - c. Career awareness of students, parents, educators and other decision-makers regarding emerging career opportunities is enhanced.
 - d. Participation of youth in school-to-work exposure connections is increased.
- III. **Align resources to promote and support a seamless and effective workforce system for business and for the emerging, incumbent, and transitional workforces.**
 - a. There is an increase in awareness of system services and recognition of the value of those services as evidenced by participation in public events, use of system services, increased participation by new partners in JobLink Centers, increased use of JobLink Centers by businesses and citizens.
 - b. The High Country Workforce Development Board demonstrates active support of policies that promote business competitiveness, self-sufficiency, life-long learning, work readiness.
 - c. Public officials and other key policy makers are informed about specific workforce needs of job seekers and business and engage the Board in policy-making decisions.
 - d. A seamless regional workforce system exists with a clear point of contact for businesses, incumbent workforce, transitional workforce, and emerging workforce.