

Goal 1: Promote regional economic development and business growth: Assure employers have access to a skilled workforce required to be competitive in the marketplace, primarily in the key industry sectors that drive the region's economy

Strategy 1.1 Launch or expand sector partnerships in the target sectors of construction, health services, IT, and human services based on existing manufacturing industry partnership.

Actions Year 1	Responsible	Measure	Timeline
Convene industry partners in Construction and Health Services	Board, Board Staff, Business Service Team	<ul style="list-style-type: none"> • # of Events • # of Employers • Feedback 	By December 31, 2018
Identify industry champions	Board Staff, Business Service Team	<ul style="list-style-type: none"> • # of Champions • Meeting Minutes 	By March 31, 2019
Hold industry summits to bring partners and businesses to the same table	Board, Board Staff, Business Service Team, OSO	<ul style="list-style-type: none"> • # of Employers • Action Plan 	By June 30, 2019

Strategy 1.2 Engage additional workforce system partners in responding to needs identified by industry and sector partnerships.

Actions Year 1	Responsible	Measure	Timeline
Create a resource map identifying partners in the workforce system	OSO, Partners	<ul style="list-style-type: none"> • # of Categories • # of Partners • Resource Map 	July-December 2018
Identify gaps in the current network of partners	OSO	<ul style="list-style-type: none"> • Analysis of Map • Gaps Identified 	January-March 2019
Reach out to new community organizations to fill gaps	OSO, Board Staff	<ul style="list-style-type: none"> • # of Contacts • # of Added Partners 	April-June 2019
Collect and disseminate information gathered from community advisory committees	OSO	<ul style="list-style-type: none"> • Action Completed 	By September 30, 2018

Participate in CT Business Day to gain a better understanding of business needs.	Board Staff	<ul style="list-style-type: none"> Action Completed 	March 2019
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Action Plan: Year 1 | July 1, 2018-June 30, 2019

Goal 2: Create a pipeline for talent development: Increase youth and adults' exposure to career opportunities and related education and training so they are prepared to enter the workforce as confident, responsible productive employees upon completion of postsecondary and/or credentialed training

Strategy 2.1 Continue to expand Career Pathways for each of the targeted sectors.

Actions Year 1	Responsible	Measure	Timeline
Review and update Manufacturing pathways and validate with employers	Business Service Team	<ul style="list-style-type: none"> # of Employers Engaged Finalized Pathway 	By December 31, 2018
Analyze labor market information for Construction and Health Services industries	Board Staff, Business Service Team	<ul style="list-style-type: none"> Target occupations identified 	By September 30, 2018
Identify existing training programs and curricula from secondary through post-secondary education to validate industry alignment and identify skill gaps	Board Staff	<ul style="list-style-type: none"> Action Completed 	By March 30, 2019
Convene education and business leaders to discuss common needs, plans, and goals.	Board Staff, Business Service Team	<ul style="list-style-type: none"> # of Education Institutions # of Employers Meeting Notes 	April-June 2019

Strategy 2.2 Assure consistent processes and procedures for career exploration in the region's schools, colleges, American Job Centers, and community-based organizations.

Actions Year 1	Responsible	Measure	Timeline
Select a common career exploration tool for use by partners	Board Staff, Partners	<ul style="list-style-type: none"> Action Completed 	By September 30, 2018

Develop a template for an individualized Career Interest Profile, which includes local labor market information, employers, training providers, etc.	Provider Staff, Partners	<ul style="list-style-type: none"> Action Completed 	By March 31, 2019
Identify 5-10 local businesses to provide hands-on career exploration activities	Business Service Team, Provider Staff	<ul style="list-style-type: none"> # of Employers Contacted # of Employers Secured 	April-June 2019

Strategy 2.3 Establish mechanisms for regular communication and collaboration around career and supportive services.

Actions Year 1	Responsible	Measure	Timeline
Utilize the Integrated Resource Team model and expand to additional partners	Board Staff, OSO	<ul style="list-style-type: none"> # of Partners Contacted # of Partners Committed 	Ongoing
Target Adult Education for increased consistency in communication and collaboration	OSO	<ul style="list-style-type: none"> # of Engagements with Adult Ed # of Co-enrolled 	Ongoing

Strategy 2.4 Assist businesses to connect with training providers to implement solutions.

Actions Year 1	Responsible	Measure	Timeline
As part of the resource mapping process, identify all education and training providers available locally	OSO, Board Staff	<ul style="list-style-type: none"> Action Completed 	September-December 2018
Identify gaps in local training availability based on feedback from industry engagement	OSO, Business Service Team	<ul style="list-style-type: none"> # of Employers Engaged Gaps Identified 	By June 30, 2019

Goal 3: Promote continuous improvement of the current workforce: Continue to develop the necessary skills and credentials within the regional workforce - with an emphasis on addressing basic skill deficiencies – to maintain and advance in career paths that promote economic self-sufficiency

Strategy 3.1 Connect basic skills training and education to career pathways to ensure individuals persist and see tangible outcomes.

Actions Year 1	Responsible	Measure	Timeline
Evaluate and implement I-BEST model as the foundation of each Career Pathway	Board Staff, Provider Staff	<ul style="list-style-type: none"> Action Completed 	By June 30, 2019
Validate employability skills required by local industries	Business Service Team, Board Staff	<ul style="list-style-type: none"> # of Employers Engaged Skill Needs Identified 	By March 31, 2019
Ensure professional development among all partner staff to connect basic skills and career pathways	OSO	<ul style="list-style-type: none"> # of PD opportunities % of AJC Staff Engaged 	By June 30, 2019

Strategy 3.2 Incorporate digital literacy into strategies to increase individuals' basic skills.

Actions Year 1	Responsible	Measure	Timeline
Identify measures and assess outcomes of existing training	Provider Staff	<ul style="list-style-type: none"> Action Completed 	By August 31, 2018
Make adjustments as needed based on assessment	Provider Staff	<ul style="list-style-type: none"> Action Completed 	Ongoing

Strategy 3.3 Promote supportive services and resources that are available to individuals in the region.

Actions Year 1	Responsible	Measure	Timeline
Create and establish a unified referral mechanism for all partners	OSO, Board Staff	<ul style="list-style-type: none"> Action Completed 	By July 31, 2018
Pilot with AJC collocated partners	Provider Staff, Partners	<ul style="list-style-type: none"> Action Completed 	By September 30, 2018

Strategy 3.4 Continue a series of Work Ethic Workshops for adults that are integrated as individuals work with their Career Navigator.

Actions Year 1	Responsible	Measure	Timeline
Ensure that the Work Ethics workshops are responsive to employer needs regarding employability skills	Board Staff, Business Service Team	<ul style="list-style-type: none"> Curriculum Finalized 	By June 30, 2019

Develop the Passport to Success program	Provider Staff, Board Staff	<ul style="list-style-type: none"> Action Completed 	By June 30, 2019
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Action Plan Year 2 | July 1, 2019-June 30, 2020

Goal 1: Promote regional economic development and business growth: Assure employers have access to a skilled workforce required to be competitive in the marketplace, primarily in the key industry sectors that drive the region's economy

Strategy 1.1 Launch or expand sector partnerships in the target sectors of construction, health services, IT, and human services based on existing manufacturing industry partnership.

Actions Year 2	Responsible	Measure	Timeline
Establish sector partnerships in Construction and Health Services	Board, Board Staff, Business Service Team	<ul style="list-style-type: none"> # of Employers in Partnerships Meeting Minutes 	July-December 2019
Convene industry partners in Information Technology and Human Services	Board Staff, Business Service Team	<ul style="list-style-type: none"> # of Events # of Employers Feedback 	By December 31, 2019
Identify industry champions in Information Technology and Human Services	Board Staff, Business Service Team	<ul style="list-style-type: none"> # of Champions Meeting Minutes 	By March 31, 2020
Hold industry summits in Information Technology and Human Services to bring partners and businesses to the same table	Board, Board Staff, Business Service Team, OSO	<ul style="list-style-type: none"> # of Employers Action Plan 	By June 30, 2020

Strategy 1.2 Engage additional workforce system partners in responding to needs identified by industry and sector partnerships.

Actions Year 2	Responsible	Measure	Timeline
Hold resource mapping forum	OSO	<ul style="list-style-type: none"> Action Completed 	By September 30, 2019
Update information in resource map	OSO, Partners	<ul style="list-style-type: none"> Action Completed 	Ongoing

Participate in CT Business Day to gain a better understanding of business needs.	Board Staff	<ul style="list-style-type: none"> Action Completed 	March 2020
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Goal 2: Create a pipeline for talent development: Increase youth and adults' exposure to career opportunities and related education and training so they are prepared to enter the workforce as confident, responsible productive employees upon completion of postsecondary and/or credentialed training

Strategy 2.1 Continue to expand Career Pathways for each of the targeted sectors.

Actions Year 2	Responsible	Measure	Timeline
Map career pathways for Construction and Health Services	Board Staff, Provider Staff	<ul style="list-style-type: none"> Action Completed 	By December 31, 2019
Analyze labor market information for Information Technology and Human Services industries	Board Staff, Business Service Team	<ul style="list-style-type: none"> Target occupations identified 	By March 31, 2020
Identify existing training programs and curricula from secondary through post-secondary education to validate industry alignment and identify skill gaps	Board Staff	<ul style="list-style-type: none"> Action Completed 	By June 30, 2020

Strategy 2.2 Assure consistent processes and procedures for career exploration in the region's schools, colleges, American Job Centers, and community-based organizations.

Actions Year 2	Responsible	Measure	Timeline
Implement the new process and provide professional development to all AJC staff	Provider Staff, OSO	<ul style="list-style-type: none"> Process Created % of AJC Staff Trained 	By September 30, 2019
Select 1-2 K-12 schools to pilot career exploration processes	Board Staff	<ul style="list-style-type: none"> # of Schools Contacted Schools Committed 	By June 30, 2020

Strategy 2.3 Establish mechanisms for regular communication and collaboration around career and supportive services.

Actions Year 2	Responsible	Measure	Timeline
Host partner roundtables with CBOs and non-traditional partners	OSO, Board Staff	<ul style="list-style-type: none"> • # of Partners • # of Events 	Ongoing
Leverage existing social media strategies to stay connected with new and existing partners	Board Staff, OSO	<ul style="list-style-type: none"> • # of Posts • Website Traffic 	Ongoing
Capture testimonials and utilize for marketing and awareness	Provider Staff, Partners	<ul style="list-style-type: none"> • # of Testimonials 	Ongoing

Strategy 2.4 Help businesses connect with training providers to implement solutions.

Actions Year 2	Responsible	Measure	Timeline
Continue to gather industry feedback on training needs and gaps	Business Service Team, Provider Staff	<ul style="list-style-type: none"> • # of Employers Engaged • Gaps Identified 	Ongoing
Work with training providers to create curriculum or programs for identified gaps	Board Staff	<ul style="list-style-type: none"> • # of New Programs Created 	Ongoing

Goal 3: Promote continuous improvement of the current workforce: Continue to develop the necessary skills and credentials within the regional workforce - with an emphasis on addressing basic skill deficiencies – to maintain and advance in career paths that promote economic self-sufficiency

Strategy 3.1 Connect basic skills training and education to relevant career pathways to ensure individuals persist and see tangible outcomes.

Actions Year 2	Responsible	Measure	Timeline
Evaluate implementation of I-BEST model	Board Staff	<ul style="list-style-type: none"> • Action Completed 	By June 20, 2020
Continue to solicit employer feedback on employability skill needs	Business Service Team	<ul style="list-style-type: none"> • # of Employers • Feedback 	Ongoing

Continue to promote professional development among all partner staff to connect basic skills and career pathways	OSO, Provider Staff, Partners	<ul style="list-style-type: none"> • # of PD opportunities • % of AJC Staff Engaged 	Ongoing
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Strategy 3.2 Incorporate digital literacy into strategies to increase individuals' basic skills.

Actions Year 2	Responsible	Measure	Timeline
Assess outcomes of existing training	Provider Staff	<ul style="list-style-type: none"> • Action Completed 	Ongoing
Make adjustments as needed based on assessment	Provider Staff	<ul style="list-style-type: none"> • Action Completed 	Ongoing

Strategy 3.3 Promote supportive services and resources that are available to individuals in the region.

Actions Year 2	Responsible	Measure	Timeline
Update unified referral mechanism based on pilot	OSO, Board Staff	<ul style="list-style-type: none"> • Action Completed 	By September 30, 2019
Expand implementation to external partners	OSO, Board Staff	<ul style="list-style-type: none"> • # of Partners 	By July 31, 2020

Strategy 3.4 Implement a series of Work Ethic Workshops for adults that are integrated as individuals work with their Career Navigator.

Actions Year 2	Responsible	Measure	Timeline
Implement Passport to Success program	Provider Staff, Partners	<ul style="list-style-type: none"> • Action Completed 	By July 31, 2019
Develop metrics for tracking success of Passport completers	OSO, Board Staff	<ul style="list-style-type: none"> • Action Completed 	By July 31, 2019