For each goal, identify the key actions steps necessary to achieve the requirements for the regional plan, based upon your plan narrative. Partial examples are included for each goal.

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| **Goal # 1 – Establish Regional Leadership Approach (Regulation 679.510 a.1.i/v)** | | | | | |
| **Key Action Steps** | **Expected Completion Date** | **Expected Outcomes** | **Data Source & Evaluation Method** | **Person(s) Responsible** | **Comments** |
| *Local Boards/LEOs define and approve regional approach* | *June 2015* | *WIOA Region defined* | *Meeting Minutes*  *Signed Resolution* | *Local Workforce Development Boards*  *Local Chief Elected Official Boards* | *Completed* |
| *Regional Approach formalized; Regional Leadership Team established* | *April 2016* | *Roster of regional leadership members* | *Meeting Minutes*  *Region 5 Plan* | *Local Workforce Development Boards*  *Local Chief Elected Official Boards* | *Completed* |
| *Sign MOU defining region* | *January 2017* | *Completed MOU between the local areas* | *Signed MOU* | *Regional Leadership Team* | *Completed* |
| *Conduct Regional Forums and identify regional priorities* | *September/October 2015*  *February 2016* | *Regional priorities identified and used to develop regional plan* | *Summary from Regional Planning Events* | *Local Workforce Development Boards*  *Regional Leadership Team* | *Completed: 147 people participated in regional planning events in September & October 2015 and identified 5 priorities* |
| *Complete Regional Plan and Regional Plan Updates* | *May 2016*  *May 2017*  *May 2018*  *May 2019* | *Approved Regional Plan and Regional Plan Updates* | *Approved Region Plan/Updates* | *Regional Leadership Team*  *Local Workforce Development Boards*  *Local Chief Elected Official Boards* | *Completed for PY16 and PY17*  *Submit PY18 Update by May 30, 2018* |
| *Regional Leadership Team to meet at minimum twice a year* | *April 2016*  *November 2016*  *February 2017*  *May 2017*  *March 2018*  *Fall 2018*  *Spring 2019*  *Fall 2019*  *Spring 2020* | *Action plan to address regional priorities*  *Regularly scheduled regional leadership team meetings to continue collaboration and update plan* | *Meeting Minutes*  *Action Plan* | *Regional Leadership Team* | *Completed 2016*  *Completed 2017*  *Scheduled meetings for March and October 2018* |
| *Provide oversight and evaluate progress of regional plan and goals, with emphasis on the State’s two primary goals of reducing disparities (see Work Plan Template Goal 5) and industry sector partnerships (see Work Plan Template Goal 6).* | *At each semi-annual meeting (see dates above)* | *Regional Action Plan implemented and outcomes reviewed.* | *Meeting Minutes*  *Progress Reports* | *Regional Leadership Team*  *Local Workforce Development Boards* | *Completed 2016*  *Completed 2017*  *Evaluation to be completed Fall 2018 and Fall 2019* |
| *Evaluate board and committee structure to identify gaps in representation of diverse constituencies* | *August 2016 and on-going to June 2020* | *Gaps identified*  *Plan in place to increase representation on boards and committee* | *Board membership list (included in local plans) and committee rosters* | *Regional Leadership Team*  *Local Workforce Development Boards and Committees* | *Evaluation occurs annually. Diverse representation increased in 2016-2017. Plan to continue to increase diverse representation in 2018-2020.* |

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| **Goal # 2 – Establish an Agreement for Negotiating local levels of Performance (Regulation 679.510 a.1.viii)** | | | | | |
| **Key Action Steps** | **Expected Completion Date** | **Expected Outcomes** | **Data Source & Evaluation Method** | **Person(s) Responsible** | **Comments** |
| *Work with DEED to identify process for negotiating local performance standards* | *September 2018* | *Process identified* | *Email from DEED* | *Executive Directors of South Central and Southwest MN Workforce Development Boards* | *Process to be updated based on DOL TEGL 9-17* |
| *Identify representatives from local WDBs to participate in negotiations* | *March 2018* | *List of individuals* | *List of individuals*  *(see comments)*  *Region 5 Plan* | *Regional Leadership Team*  *Local Workforce Development Boards* | *Completed:*  *Diane Halvorson and Carrie Bendix identified to negotiate on behalf of region.* |
| *Letter sent to MN DEED indicating our intent to negotiate the earnings increase performance standards.* | *September 2018* | *Final performance standards identified* | *Letter to DEED* | *Executive Directors of South Central and Southwest MN Workforce Boards* | *Once process is updated – we anticipate sending a letter indicating our intent to negotiate performance standards.* |
| *Performance standards negotiated* | *September 2018* | *Performance standards identified* | *Performance standards* | *Executive Directors of South Central and Southwest MN Workforce Boards* |  |

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| **Goal # 3 – Identify & Implement 3 Regional Services (Career, Training and/or Support) Alignment Goals (Regulation 679.510 a.1.ii/vi)** | | | | | |
| **Key Action Steps** | **Expected Completion Date** | **Expected Outcomes** | **Data Source & Evaluation Method** | **Person(s) Responsible** | **Comments** |
| *Identified 4 regional service alignment goals and action plans (in addition to Goal #5 and #6 of this regional work plan template) noted below.* | *December 2016*  *Updated May 2018* | *Alignment strategies documented* | *Meeting minutes*  *Regional Plan*  *Action Plan* | *Regional Workgroup* | *Completed: Strategies and action plan identified.* |
| ***Regional Goal 1: Address the shortage of skilled workers through sector-based career pathway approaches.*** | *December 2016* | *Career Pathways developed in high demand industries and occupations.*  *Coordinated career pathway approaches and common evaluation tools.* | *Region 5 Plan*  *Action Plan* | *Regional Workgroup*  *Career Pathway Partnership Committees* | *Goal identified through regional forums and documented in regional plan.*  *Action Plan approved.* |
| *-Expand career pathway opportunities in high demand industries and occupations.* | *November 2016*  *February 2018* | *Expand number of career pathway opportunities in demand industries, in occupations and increased stackable credentials & credit opportunities for adult learners.* | *Region 5 Career Pathway Plan/Grant* | *Regional Workgroup and Career Pathway Partnership Committees* | *SFY17 Region 5 Pathways to Prosperity Equity grant expands pathways to include a Phlebotomy to Medical Lab Technician Health Care Pathway.*  *Proposal submitted in 2018 includes additional expansion of health care occupations and stackable credentials and the addition of a new industry: construction/trades pathway* |
| *-Expanded outreach & marketing to business & target populations.*  *-Conduct focus groups with target populations.*  *-Expand representation on career pathway partnerships* | *Quarterly meetings of career pathway partnership. Ongoing 2016 – 2020.* | *Increased diverse representation on Career Pathway Partnership Committee*  *Increased number of target populations in career pathway programs*  *Increased business participation*  *New strategies implemented to promote career pathway programs* | *Roster of Career Pathway Partnership Committee*  *Meeting Minutes*  *Evaluation Reports*  *Focus Group Summaries* | *Career Pathway Partnership Committee*  *Regional Workgroup* | *In 2017, significantly increased diverse representation on Career Pathway Teams (see also Work Plan Template Goal 5). Increased employer participation on Career Pathway Teams and involvement in bridge and integrated curriculum.*  *Focus groups have proved to be an excellent source of information and feedback, and has resulted in new marketing strategies.* |
| *-Develop strategies to increase awareness of importance of education/ training for target populations.* | *On-going July 2017 through June 2020* | *Development & utilization of labor market infographics customized to career pathways*  *Increased number of target population enrollments into career pathways.* | *Infographics/labor market information*  *Evaluation Reports* | *Career Pathway Partnership Committees*  *Regional Workgroup* | *Initial infographics developed for youth in 2017. Great response resulted in expanding development of infographics and plan to develop additional infographics for career pathways in 2018.* |
| *-Develop & implement strategies to increase awareness of benefits of hiring target populations.* | *September 2017*  *Spring 2018 and strategies and events continue through June 30, 2020* | *Employers increase hiring of target populations* | *Power of Different events held* | *Regional Workgroup*  *Workforce Strategy Consultant* | *Initial event held in Montevideo September 2017 was well attended and provided great feedback. Additional events to be held in SC and SW in 2018 (see also Work Plan Template Goal 6)* |
| *-Support work-based learning opportunities under career pathway approach.* | *July 2016 through June 2020* | *Increased number of work-based learning opportunities.*  *Increased employer participation.* | *Clinicals, Internships, work experience, job shadowing, employer guest speakers, industry tours included in bridge & integrated curriculum.* | *Career Pathway Partnership Committees* | *Work-based learning opportunities included in bridge & integrated curriculum – will continue to expand.* |
| *Development of career academies (pathways) for youth and facilitate alignment with adult career pathways.* | *March 2017- June 2018 (potentially a three-year grant through June 30, 2020)* | *Career academies developed at pilot high schools in the demand industries of Health Care, Information Technology, Manufacturing, Teaching/Social Services.*  *High school students earn dual credits and credentials.*  *Cross representation on Career Academy & Career Pathway Committees.* | *Greater Twin Cities United Way (GTCUW) Grants in South Central & Southwest MN*  *Semi-annual reports to GTCUW.* | *Career Academy Teams in South Central & Southwest MN*  *Career Pathway Partnership Committees* | *South Central & Southwest areas received separate Greater Twin City United Way (GTCUW) grants to implement career academies in high school.* |
| *-Develop common evaluation tools.* | *July 2016 with annual evaluation in 2017, 2018, 2019, 2020* | *Method to evaluate progress in achieving regional goals*  *Regional method for obtaining customer feedback/satisfaction* | *Regional Evaluation Reports*  *Regional Plan Updates* | *Regional Leadership Team*  *Regional Workgroup* | *Baseline report was developed in 2016 on service levels to target populations and outcomes for target populations.*  *Plans are to “regionalize” customer satisfaction/feedback methods.* |
| *-Pursue funding opportunities to support career pathway strategies as a region.* | *December 2016*  *February 2018*  *Seek additional grant funding as*  *a region as opportunities arise through June 30, 2020* | *Regional Grants received to support career pathway development & implementation in the region.*  *Alignment of career pathway approach in South Central & Southwest MN* | *Career Pathway Partnership Minutes*  *Attainment of Career Pathway Funding* | *Career Pathway Partnership Committees*  *Regional Workgroup* | *The region was successful in obtaining a Career Pathway Equity grant in December of 2016 and GTCUW Career Academy grants.*  *The region submitted two MN P2P Competitive Grant proposals in February 2018.* |
| ***Regional Goal 2: Expand partnership with local school districts to increase career awareness and career counseling opportunities for students and parents.***  ***and***  ***Regional Goal 3: Complete asset-map and gap analysis of career and workforce development services in the region utilizing results to broadly inform the region on services available and to align/target resources to fill gaps.*** | *October 2016 and on-going through June 30, 2020* | *Common strategies to disseminate career information and career services to school districts, students, and parents.*  *Increased number of school districts utilizing WF career services*  *Increased awareness of services in the region* | *Region 5 Plan*  *Action Plan*  *RC3 Proposal/Plan* | *Regional Workgroup*  *Rural Career Counseling Coordinator*  *Workforce Development Area Youth Providers and Youth Committees*  *Workforce Development Area Boards, staff and committees* | *Goal identified through regional forums and documented in regional plan. Action Plan approved.* |
| *-Contact all local ISDs to complete asset map & market career services/ workforce services to high schools.*  *-Develop process for tracking & reporting partnerships with school districts.* | *May 2016 to March 2019* | *Process for tracking and reporting partnerships with school districts*  *Increased number of school districts utilizing WF career services.*  *Best Practices and gaps in services identified and addressed.* | *Tracking Report form*  *RC3 Reports* | *Rural Career Counseling Coordinator*  *WDA Youth Providers* | *School visits began in 2016. By June 2017, about half the schools were visited.*  *These visits resulted in increased number of school districts utilizing WF career services and new strategies such as infographics and increased career advising services for high school students.*  *Continued high school visits to occur in 2018 & 2019.* |
| *-Contact key stakeholders & identify career/workforce development services available. Complete asset map and promote best practices and address gaps in services.* | *April 2016 to March 2020* | *Best Practices and Gaps in Services Identified.* | *Tracking Report form*  *RC3 Reports* | *Rural Career Counseling Coordinator*  *Regional Workgroup* | *Stakeholder visits were completed in 2016 and 2017.*  *Report on opportunities/gaps and best practices completed and strategies incorporated into regional plan.* |
| *-Develop & implement strategies to disseminate career information & services.* | *July 2016 – June 2020* | *Increased number of high school students, parents, and educators receiving career information and aware of demand opportunities in the region.*  *Students & parents are aware of demand opportunities, highlighting regional demand opportunities that do not require a 4-year degree* | *LMI Infographics*  *Workforce Career Services Curriculum*  *SLEDS Data* | *Rural Career Counseling Coordinators*  *Regional Workgroup*  *Workforce Development Area Youth Providers and Youth Committees*  *DEED Labor Market Analyst* | *Initial infographics developed.*  *MN DEED expanded for use throughout State.*  *In 2017 – 2018 working on occupation specific infographics for youth and career pathways.*  *2018-2019 we will continue to develop strategies to partner with high school career counselors and provide career resources.* |
| *-Develop and provide reports to local WF Boards, LEOs, MN DEED & legislators* | *December 2016*  *December 2017*  *December 2018*  *December 2019* | *Inform stakeholders on the issues/opportunities, accomplishments, and best practices.* | *RC3 Reports* | *Rural Career Counseling Coordinators* | *Year 1 and Year 2 RC3 reports completed. Presentations provided to stakeholders each year.* |
| *-Conduct best practice & gap analysis.*  *-Communicate gaps, duplication, and best practices to regional stakeholders.* | *April 2016 – June 2020*  *December 2016*  *December 2017*  *December 2018*  *December 2019* | *Completed asset map*  *Best practices replicated and gaps in services addressed* | *Region 5 Plan*  *Action Plan*  *RC 3 Reports/Asset Map & Gap Analysis* | *Rural Career Counseling Coordinator*  *Regional Workgroup*  *Local Workforce Boards* | *Preliminary reports developed in 2016 and 2017. Presentations to stakeholders.*  *Work continues on asset map and gap analysis in 2018.* |
| *-Develop & implement strategies & align resources to address gaps identified in asset mapping process.*  *-Develop & implement marketing & regional awareness of workforce development services.* | *June 2017*  *June 2018*  *June 2019*  *June 2020*  *July 2018 – June 2020* | *Best practices replicated and gaps in services addressed*  *Aligned strategies, resources & marketing* | *Region 5 Plan*  *Action Plan* | *Rural Career Counseling Coordinator*  *Regional Workgroup*  *Local Workforce Boards* | *Strategies identified through planning and analysis process.* |
| ***Regional Goal 4: Cooperative alignment of administrative processes between South Central and Southwest MN Workforce Boards.*** | *December 2016* | *Collaborative planning and alignment of administrative processes between South Central & Southwest MN Workforce Boards.* | *Region 5 Plan*  *Action Plan*  *MOU* | *Regional Leadership Team*  *Regional Workgroup*  *Local Workforce Boards* | *Goal identified through regional forums and documented in regional plan.*  *Action Plan approved.* |
| *-SC & SW enter into MOU* | *December 2016* | *Alignment of administrative processes between South Central & Southwest MN Workforce Boards.* | *Signed MOU* | *Regional Leadership Team*  *Local Workforce Boards* | *Completed*  *2016* |
| *-Align local workforce development policies.* | *September 2017*  *April 2018 – June 2019* | *Joint WIOA workforce development policies* | *Regional Workforce Development Policies* | *Regional Workgroup*  *Regional Leadership Team*  *Local Workforce Boards* | *5 WIOA policies completed and approved.*  *Will continue policy development in 2018-2019* |
| *-Connect with & inform local legislators on workforce issues.* | *March 2016*  *March 2017*  *April 2018*  *(annual visits)* | *Local legislators informed on workforce issues.* | *Completed legislative visits*  *Legislative Reports* | *Regional Workgroup*  *Rural Career Counseling Coordinator* | *Completed joint visits in 2016.*  *Legislative visits with RC3 in 2017.*  *Legislative visits planned for 2018* |
| *-Engage stakeholders through regional forums.* | *September/October 2015* | *Regional goals and objectives identified through input from regional forums.* | *Regional Plan* | *Regional Workgroup*  *Regional Leadership Team*  *Local Workforce Boards* | *Regional Forums completed.* |
| *-Jointly hire & direct RC3. ---Jointly provide direction for MN DEED Workforce Strategy Consultant* | *February 2016*  *January 2018*  *On-going through regional workgroup meetings* | *RC3 position staffed*  *Orientation & direction provided to “regional” staff* | *Regional Workgroup minutes*  *RC3 Report*  *Workforce Strategy Consultant Report* | *Regional Workgroup*  *Regional Leadership Team*  *Local Workforce Boards* | *RC3 position filled in February 2016 and January 2018.*  *Workforce Strategy Consultant hired Fall 2018.*  *Orientations completed.*  *On-going direction provided through regional workgroup meetings.* |
| *-Jointly provide professional development* | *September 2016 – on-going*  *bi-annually* | *Professional development training days completed* | *Training Day Documents* | *Southern MN Professional Development Group*  *Regional Work Group* | *Training day on cultural competency completed in 2016.*  *Staff training days on cultural competency held November 2017 and April 2018.* |
| *-Jointly respond to grant opportunities* | *July 2016 – June 2020* | *Grants obtained*  *Grant strategies/plan implemented.* | *Grant documentation*  *Career Pathway Equity Grant*  *SNAP E&T Equity Grant* | *Regional Workgroup*  *Career Pathway Partnership Teams*  *Local Workforce Boards* | *In 2016/2017 region was successful in obtaining two equity grants.*  *In 2017-2018 have submitted 3 regional grants for funding.* |
| *-Explore coordinated local monitoring* | *July 2018 – June 2020* | *Coordinated monitoring in the Region* | *Monitoring Reports* | *Regional Workgroup*  *Local Workforce Boards* | *Plan to explore coordinated monitoring program year 2018* |
| *-Explore joint marketing* | *July 2017 – June 2020* | *Coordinated marketing in the Region* | *New CareerForce brand implemented.*  *Joint marketing campaign materials/social media* | *Regional Workgroup*  *Local Workforce Boards* | *Regional branding meeting held in 2017.*  *Explore strategies & align with CareerForce initiative in 2018.* |
| *-Jointly develop WIOA required EO policies and plans.* | *May 2018 – September 2018* | *EO policies & plans completed and distributed to appropriate partners.* | *WIOA Regulations*  *Completed policies/plans* | *Local EO Officers* | *Policies & plans required identified at EO training held in April 2018* |

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| **Goal # 4 – Coordination with Economic Development Services and Providers (Regulation 679.510 a.1.vii)** | | | | | |
| **Key Action Steps** | **Expected Completion Date** | **Expected Outcomes** | **Data Source & Evaluation Method** | **Person(s) Responsible** | **Comments** |
| *Engage economic development professionals in regional planning forums.* | *October 2015* | *14 economic development professionals attend regional planning forums*  *Identify common goals and align regional strategies* | *Summary of Regional Forums*  *Region #5 Plan and Goals* | *Executive Directors of South Central and Southwest MN Workforce Development Boards* | *Completed: 14 economic development professionals attended regional forums and participated in developing regional goals.* |
| *Engage economic development professionals in career pathway sector partnerships.* | *December 2016*  *On-going through June 30, 2020* | *Economic development professionals serve on sector based career pathway committees.* | *Career Pathway Partnership Rosters* | *Executive Directors of South Central and Southwest MN Workforce Development Boards* | *Completed: economic development professionals serve on sector based career pathway committees* |
| Workforce Board/Staff participate in CEDS planning and serve on RDC board and committees. | December 2016  December 2017  On-going through June 30, 2019 | Coordination and alignment of regional strategies. | Meeting minutes  Approved CEDS plan and goals  Region 9 CEDS  <http://www.rndc.org/>  Region 6W CEDs  <http://umvrdc.org/what-we-do/programs/economic-development/ceds-corner/>  Region 8 CEDs  <http://www.swrdc.org/planning/ceds-16-final/> | *Executive Directors of South Central and Southwest MN Workforce Development Boards* | Completed: SC Workforce Council advisory board for CEDS –reviewed and approved CEDS.  SC Executive Director serves on Region 9 Committee.  SW MN WDB Executive Director serves on Upper MN Valley Regional Development Commission Board.  SW MN WDB staff also serve on the SWRDC–Region 8.  SW MN PIC staff serve on the So. MN Economic Development Network. |
| Economic Development (RDCs) address issues identified at regional forums, for example broadband and transportation issues. | December 2016 to June 2019 | Goals and strategies identified | CEDS plan & RDC strategies  (see RDC websites above) | Executive Directors of RDCs | Needs identified – and RDCs continue to implement strategies |
| Continue to identify opportunities to align with economic development. | December 2016 to June 2019 | Continued participation on each other’s boards & committees and regularly shared communication. | Copies of communications & meeting minutes | Executive Directors/staff of RDCs and SC & SW MN Workforce Development Boards | Through regular attendance and communication will continue to identify opportunities to align and coordinate. |

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| **Goal # 5 – Identify the Populations Experiencing Inequities in Educational and Employment Outcomes (State Plan Goal #1)** | | | | | |
| **Key Action Steps** | **Expected Completion Date** | **Expected Outcomes** | **Data Source & Evaluation Method** | **Person(s) Responsible** | **Comments** |
| *Assess demographic data* | *May 2016*  *May 2017*  *May 2018* | *Identify populations experiencing inequities/regional target populations* | *Labor Market Information documented in*  *Region 5 Plan*  *Board meeting minutes* | *Regional Workgroup*  *Regional Leadership Team*  *Local Workforce Boards*  *Regional LM Analysts* | *Completed during initial Regional Planning Process and updated annually* |
| ***Regional Goal 5: Increase service levels and outcomes for individuals experiencing employment disparities.*** | *May 2016* | *Increased service levels and outcomes for individuals experiencing employment disparities* | *Goals documented in Region 5 Plan*  *Workforce One Data*  *Data Reports* | *Regional Leadership Team*  *Regional Workgroup*  *Local Workforce Boards* | *Goal identified through regional forums and documented in regional plan.*  *Populations identified include: ethnicity/race, disabilities, low-income, offenders, older workers, veterans and disconnected youth* |
| *-Establish a baseline of incidence, service levels and outcomes on individuals experiencing employment disparities.* | *September 2016 Benchmarked*  *September 2017*  *September 2018* | *Method to measure increased service levels and outcomes to individuals experiencing employment disparities* | *Workforce One Data*  *Baseline Data Report* | *Regional Workgroup*  *Regional Leadership Team*  *Local Workforce Boards*  *Regional LM Analysts* | *Completed baseline data report. Data reviewed annually* |
| *-Increase representation of individuals experiencing employment disparities on boards, committees, and staff.* | *July 2016 Bench marked.*  *June 2017*  *June 2018*  *June 2019* | *More diversity on boards/committees/staff resulting in better understanding of the unique needs and barriers of individuals experiencing employment disparities. Increased partnerships and knowledge of organizations serving diverse populations.* | *Meeting Rosters and Minutes* | *Regional Workgroup*  *Career Pathway Partnership Teams*  *Local Workforce Boards and committees* | *Diverse representation on boards and committees has been increased and we will continue to recruit diverse representation. Diversity & Emerging Workforce Taskforce developed.* |
| *-Host Marnita’s Table Events in Worthington & Mankato and make new connections with diverse communities.*  *Host Time to Talk Event in Mankato*  *Host Power of Different Events (employers –see also Work Plan Template Goal 6)* | *February 2017*  *December 2017*  *September 2017*  *Additional events planned for Spring/Summer of 2018* | *Understand, identify and address unique barriers of diverse populations.*  *Engage diverse populations in analysis, planning and implementation of workforce services.* | *Report on outcome of events* | *Regional Workgroup*  *Career Pathway Partnership Teams*  *Local Workforce Boards and committees*  *Local Elected Officials* | *Two Marnita’s Table events, one Time to Talk event, one Voice of the Community event and one Power of Different event held in 2017. Additional events scheduled for 2018.* |
| *-Seek input & feedback from targeted populations and engage in development of strategies to address needs.* | *July 2017 through June 2019* | *Understand, identify and address unique barriers of diverse populations.*  *Engage diverse populations in analysis, planning and implementation of workforce services.* | *Focus Group Reports*  *Regional Plan*  *Career Pathway Plans* | *Regional Workgroups*  *Career Pathway Partnership Teams*  *Local WorkForce Boards* | *Focus groups and panels with diverse populations held in 2017. Focus groups have proved to be an excellent sources of information and feedback, and has resulted in new marketing strategies.*  *Additional focus groups will be held in 2018.* |
| *-Develop and implement sector-based career pathway strategies that address the unique needs and barriers of targeted populations.*  *-Update strategies at quarterly Career Pathway Partnership meeting.* | *May 2016 –Regional Plan*  *January 2017 &*  *February 2018 Career Pathway Plans*  *Quarterly Meetings December 2016 to June 2020*  *Review outcomes through:*  *June 2016*  *June 2017*  *June 2018*  *June 2019*  *June 2020* | *Understand, identify and address unique barriers of diverse populations.*  *Increased successful outcomes for targeted populations.* | *Career Pathway Plan*  *Workforce One Data and Outcome Data Report* | *Regional Workgroup and*  *Career Pathway Partnerships* | *Strategies identified in regional career pathway planning process. Plan to develop an On-Ramp for targeted populations with limited basic skills.*  *Outcomes will be reviewed* on an annual basis. |
| *Targeted marketing to individuals experiencing employment disparities.* | *January 2017 through June 2020* | *Increased service levels of individuals experiencing employment disparities.* | *Workforce One Data and Outcome Data Report* | *Regional Workgroup and Career Pathway Partnership* | *Baseline data report completed. Will review service levels on an annual basis.*  *New marketing strategies implemented based on focus group feedback.* |
| *Continued Staff Development on cultural competency and target populations.* | *September 2016*  *November 2017*  *July 2018-June 2020* | *Understand, identify and address unique barriers of targeted populations.* | *Training Day Agendas* | *Regional Workgroup* | *Trainings held in 2016 & 2017. Additional trainings planned for program year 2018, including Dr. Bonilla in April 2018.* |

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| **Goal # 6 – Create 1-3 Business Led Sector Partnerships (Regulation 679.510 a.1.iii/iv/vii and State Plan – Strategic Element #1)** | | | | | |
| **Key Action Steps** | **Expected Completion Date** | **Expected Outcomes** | **Data Source & Evaluation Method** | **Person(s) Responsible** | **Comments** |
| *Assess LMI to identify key sectors and demand occupations* | *May 2016* | *Identify key regional sectors*  *Identify regional career pathways* | *Labor Market Regional Profile*  *Region 5 Plan* | *Regional Leadership Team*  *Local Workforce Boards*  *Labor Market Analysts* | *Regional sectors identified in plan: agriculture,*  *health care, manufacturing, &*  *transportation.*  *Regional career pathways identified in plan:*  *health care, manufacturing,*  *transportation & construction* |
| ***Regional Goal 6: increase employer engagement through sector-based career pathways, career awareness opportunities, and work-based learning/training activities.*** | *May 2016* | *Increased employer engagement and increased work-based learning opportunities* | *Goal documented in Region 5 Plan* | *Regional Leadership Team* | *Goal identified through regional forums and documented in regional plan.* |
| *-Map regional career pathways through a regional career pathway grant.* | *December 2016*  *February 2018* | *Career pathways mapped for health care, manufacturing, transportation & construction.* | *Region 5 Plan*  *Region 5 Career Pathway Equity Grant* | *Regional Workgroup*  *Career Pathway Partnership Teams* | *Region 5 Career Pathway Equity Grant funded & implemented.*  *Developed proposal for continued career pathway funding including mapping career pathway for construction industry..* |
| *-Engage businesses in sector based career pathways* | *Quarterly Career Pathway Meetings*  *July 2016 – June 2020* | *Businesses engaged in the planning and implementation of career pathways.*  *Businesses engaged in work based learning opportunities* | *Region 5 Career Pathway Business Letters of Support*  *Workforce Boards & Career Pathways Committees Roster & Minutes* | *Regional Workgroup*  *Local Workforce Boards*  *Career Pathway Partnership Teams* | *Businesses identified in Region 5 Equity Grant, Workforce Boards’ Rosters and Career Pathway Partnerships’ plus additional businesses participating in work-based learning* |
| *-Develop process for tracking and reporting employer engagement with core workforce partners.* | *October 2016* | *Documentation of increased employer engagement.* | *Tracking form* | *Regional Workgroup* | *Tracking form developed and distributed to workforce partners.* |
| *-Train and educate workforce staff and partners on work-based learning & training opportunities.* | *September 2016*  *So. MN Prof. Development*  *May 2017 –Joint Counselor Conf.* | *Increased work-based learning/training opportunities with area employers* | *Tracking form* | *Regional Workgroup* | *Training provided at So. MN Professional Development Training & Counselor Conference* |
| *-Conduct outreach to employers for work-based learning/training opportunities* | *December 2016 to June 2020* | *Increased work-based learning/training opportunities through area employers* | *Tracking form* | *Regional Workgroup*  *Workforce/Career Pathway Partners*  *Workforce Strategy Consultant* | *New business partners engaged on boards, committees, and through work-based learning opportunities* |
| *-Keep roster of employers engaged in sector-based career pathways* | *March 2017 – June 2020* | *Increased work-based learning/training opportunities with area employers* | *Roster* | *Regional Workgroup* | *Tracking form developed and distributed to workforce partners.* |
| *-Participate in MN DEED technical assistance to increase employer engagement (Maher & Maher).*  *-Implementation of plan developed through engagement with Maher & Maher including development of industry sector partnerships in manufacturing and health care, development and implementation of action plan for each industry sector.* | *March 2017 to June 2020* | *Increased business engagement*  *Address needs of industry* | *Region 5 (and Region 1) Industry Sector Partnership Plan* | *Regional Workgroup*  *Workforce Strategy Consultant* | *Participated in Maher & Maher technical assistance and completed plan in 2017 in partnership with Region 1.*  *Implementation to begin 2018.*  *Workforce Strategy Consultant hired Fall of 2017.* |
| *Host Power of Different Events to promote benefits of hiring target populations.* | *September 2017*  *Additional events in 2018* | *Increased hiring of targeted populations.*  *Employer understanding of how their hiring processes may exclude some populations* | *Event Materials* | *Regional Workgroup*  *Workforce Strategy Consultant* | *Initial event held in September 2017. Event was well received by employers.*  *Additional events scheduled for Spring/Summer 2018* |
| *Identify high demand, high wage sectors and occupations that lack gender equity. Develop regional materials and activities that promote “non-traditional” careers to job seekers and gender equity hiring practices to employers.* | *July 2018 – June 2020* | *Increased hiring of women and men entering non-traditional careers.*  *Skilled workers for employers.* | *Workforce One data on placements in non-traditional careers.* | *Regional Workgroup*  *Workforce Strategy Consultant* | *Materials have been developed to promote non-traditional careers. Regional workgroup will review/revise and implement strategies regionally.* |

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| **Goal # 7 – Stakeholder Engagement (State Plan – Strategic Element #2)** | | | | | |
| **Key Action Steps** | **Expected Completion Date** | **Expected Outcomes** | **Data Source & Evaluation Method** | **Person(s) Responsible** | **Comments** |
| *Partner with GWDB for the May 5, 2016 NGA Youth Focus Group* | *June 2016* | *Identification of initiatives and next steps to advance the work of the NGA Academy* | *White Paper developed as a result of the 3 forums held in MN.* | *Regional Leadership* | *White paper completed.*  *Feedback incorporated into future goals and plans.* |
| *Host Marnita’s Table Events in Region*  *-Develop & implement strategies identified through events.*  *-Identify representatives of targeted populations to engage on boards, committees, and in sector-strategies/career pathways.* | *February 2017*  *March 2017 to June 2018*  *March 2017* | *Cross-cultural competency; anti-bias training; micro-aggression training; leadership development from relevant communities of color.*  *Outcomes/goals identified at events.*  *Identify representatives of target populations to engage on boards/ committees.* | *Attendee Sign-in Sheet Data (DEED has notebook)*  *Outcomes/goals identified through events documented in Regional Plan*  *Rosters and Minutes* | *Regional Workgroup and Leadership Team* | *Events held in Worthington February 15th and in Mankato on February 21st.*  *March 7th event in metro-area* |
| *Engage representatives of targeted populations in regional planning and sector-based career pathway development.* | *October 2015 and quarterly meetings December 2016 to June 2020* | *Increased engagement of representatives of targeted populations* | *Rosters, meeting notices, agendas, and minutes* | *Regional Workgroup*  *Regional Leadership Team* | *Engage representatives of targeted populations in Regional Forums, Career Pathway Partnerships, Diversity & Emerging Workforce Task Force, Workforce Boards, and Committees. Will continue to increase representation.* |
| *Keep roster of representatives of targeted populations engaged in sector-based career pathways.* | *March 2017* | *Approval of Regional Plan* | *Rosters*  *Focus Group Reports* | *Regional Workgroup* | *Track list of representatives of targeted populations engaged in career pathway development.* |
| *(see also Action Steps under Work Plan Template Goal #5)* |  |  |  |  |  |

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| **Goal # 8 - Submission of Local Plans that Align with the Regional Plan (Regulation 679.510.2.ii)** | | | | | |
| **Key Action Steps** | **Expected Completion Date** | **Expected Outcomes** | **Data Source & Evaluation Method** | **Person(s) Responsible** | **Comments** |
| *Complete/update Region 5 Work Plan Template* | *January 2017*  *June 2108*  *June 2019* | *Approved Regional Plan* | *Completed Region 5 Work Plan Template*  *Regional Leadership Team Minutes* | *Regional Leadership Team*  *Regional Workgroup* | *Regional Leadership Team complete and approve template at January 31 meeting.* |
| *Workforce Board/LEO Review and Approval of Region 5 Work Plan Template* | *February & March 2017*  *Update completed May 2018*  *Update completed May 2019* | *Approved Regional Plan* | *South Central & Southwest MN Workforce Board/LEO Minutes* | *Regional Workgroup*  *Local Workforce Boards/LEOs* | *Workforce Boards/LEOs approve Region 5 Work Plan Template at their respective meetings.* |
| *Submit Region Work Plan Template to MN DEED* | *March 2017*  *May 2018*  *May 2019* | *Approved Regional Plan by MN DEED* | *Letter of approval from MN DEED* | *Regional Workgroup* | *Completed 2017*  *Updated submitted May 2018* |