

O V E R V I E W

STRATEGIC PLAN 2016-2020



An Executive Summary of the Minnesota State Combined Plan approved by the U.S. Departments of Labor and Education as required by the Workforce and Innovation Opportunity Act (WIOA).

STRATEGIC ELEMENT	STRATEGY	GWDB'S ROLE	OUTCOMES
Business Engagement 	Businesses lead in the identification and development of career pathways maps that target occupations in demand and provide family sustaining wages.	<ul style="list-style-type: none"> Provide general oversight to the process. Adopt the regional plans. Assist with creating a universal approach to sector practices to share across the state. 	<ul style="list-style-type: none"> Career pathways models established with clear routes to attaining jobs in occupations that are in demand and pay family-sustaining wages. Career Pathways components include identifying the demand for each occupation; establishing the technical skill requirements tied to a post-secondary credential recognized by the industry; and conducting an analysis of workforce composition as it relates to employment levels of populations experiencing disparate impact.
Community Engagement 	Communities experiencing inequities in education and employment and providers with specialized services contribute to the design and delivery of activities within the career pathway.	<ul style="list-style-type: none"> Establish a Task Force that will broaden and more fully engage communities of color experiencing disparate impact with educational and employment outcomes and make actionable recommendations. Oversight and support of regional plan implementation. 	<ul style="list-style-type: none"> Improved outcomes for populations facing barriers in education and employment. A larger, more coordinated support network among providers. Build stronger connections to these communities and specialized service providers to increase access and improve outcomes for individuals with barriers to employment.
Customer Centered Design 	Better understanding the needs of businesses by stronger engagement, the state will design and support trainings that are unique for job seekers that need multiple services and "on ramps" to be successful through authentic career pathway opportunities.	<ul style="list-style-type: none"> The primary responsibility for this strategy will be coordinated by the GWDB in partnership with the LWDBs and state agencies. The Career Pathways Partnership, a standing committee of the GWDB, leads Minnesota's Career Pathways System initiative by establishing state leadership and an operational framework to support regional sector-based career pathways. 	<ul style="list-style-type: none"> Flexible employment and training services designed to improve completion rates. More customer-centered design of these services for job seekers who need multiple services and "on-ramps" to be successful. Authentic career pathway opportunities based on putting jobseekers with barriers to employment into high-demand careers with training and employer-valued credentials. More culturally relevant environments, including staff reflecting diversity of communities; accessible materials and websites or web tools; and outreach strategies engage job seekers where they are located.

STRATEGIC ELEMENT	STRATEGY	GWDB'S ROLE	OUTCOMES
Funding and Resource Needs 	Understand the resource capacity of federal, state, local and philanthropic organizations that fund and provide resources to the Career Pathways System.	<ul style="list-style-type: none"> Share best practices. Assist local boards to identify ways to coordinate and leverage resources. Work through Career Pathways Partnership and other programs to gain alignment with state WIOA programs. Focus on equity and economic demand. 	<ul style="list-style-type: none"> Funding and resources are maximized. More efficient use of resources. Understanding the resources needed for continued development of the Career Pathways System.
Policy and System Alignment 	Understand the program and policy changes needed to achieve greater alignment that will support a stronger and broader engagement of system partners in building a Career Pathways System.	<ul style="list-style-type: none"> Foundational collaboration among state agencies involved in the National Governors Association's Talent Pipeline Policy Academy administered by the GWDB, will aid the policy alignment required for this strategic element to move forward. Support and lead the effort for federal and state legislative rule changes or waivers to ensure that needs are actionable. 	<ul style="list-style-type: none"> Inventory the system policies through dialog at the state, regional and local levels. Determine the impact of existing or missing policies on career pathways activities. Quantitative and qualitative analysis of program and policy alignment. Shared understanding of policy and program areas in need of change or new policies. New policies developed that drive career pathways and equity employment goals.
System Management 	Create system measures that assist with managing the building of a Career Pathways System, including process and outcome measures.	<ul style="list-style-type: none"> Primary responsibility for this strategy in coordination with the state agencies and LWDBs. Oversee the development and overall approach to the benchmarking system. 	<ul style="list-style-type: none"> A Career Pathways System with appropriate intermittent measures that lead to better performance outcomes for all populations. System management approaches and tools to help monitor and measure the impact of new strategies and tools. Approaches may include standardized tools for initial assessments that can be shared across required partners or tools that create a shared intake process to streamline program access and referrals, as well as other best practices.

VISION OF THE STATE PLAN

To have a healthy economy where all Minnesotans have – or are on a path to – meaningful employment and a family sustaining wage, and where all employers are able to fill jobs in demand.

GOALS OF THE STATE PLAN

1. To reduce educational and employment disparities based on race or disability to provide greater opportunity for all Minnesotans.
2. To build employer-led industry sector partnerships focused on better understanding of the skills that employers need and connecting skilled workers to those opportunities.

STRATEGIES OF THE STATE PLAN

The most effective method to achieve these goals is to strategically build on the state's robust Career Pathway System and align it with the purposes of WIOA and the needs of Minnesota's businesses and workforce.

The six key strategies are:

- Business engagement
- Community engagement
- Customer-centered design
- Funding and resources
- Policy and system alignment
- System management

