

IMPLEMENTING THE STRATEGIC WORKFORCE ALIGNMENT GROUP'S ACTION STRATEGIES

The following steps have been agreed upon to create the teams to implement the strategies developed by the Strategic Workforce Alignment Group (SWAG) to improve the competitiveness of the region's workforce.

1. Create 8 Implementation Teams and 2 Task Teams to implement the SWAG's 15 action strategies. The two "Task Teams" have a very specific task to implement between the named organizations and, therefore, there is a distinction made between how action strategies A.2 and A.3 will be approached and the other 13 strategies which require broader community engagement to implement the strategies.
2. The WIB has overall responsibility for the implementation of these strategies. Employment Connection will be represented on each of the Implementation Teams.
3. Grace Kilbane with the U.S. Department of Labor will be a resource available to all teams under the White House Strong Cities, Strong Communities initiative.
4. Each strategy needs a lead organization(s) identified and a lead person(s) from that organization named. The lead organization will "own" the implementation of that strategy and will provide support such as meeting space, staff assistance if needed, help in locating other resources, etc.
5. The "members" of each Implementation Team were taken from the volunteer signup sheets at the March 15th event. Some individuals volunteered for multiple teams. These individuals should review and perhaps prioritize or revise their membership on the teams in consideration of their availability.
6. "Others" identified below as team members were taken from the Breakout sessions notes as well as the SMART Strategies Matrix developed by SWAG and included in the Final Report. It is anticipated that implementation team members will continue to change during team formation through outreach to the private sector and as other individuals are identified.
7. The WIB will convene each of the teams in order to identify the lead organization and team lead and to discuss deliverables, work plans, timelines, etc.
8. A Leadership Team will be created composed of the individual team leads and others who are interested in working to implement the action strategies. (See the attached organization chart.) Any SWAG members who would like to remain engaged in the implementation of the strategies through this Leadership Team are welcome to join the Team. SWAG will officially end with the creation of the Workforce Action Leadership Team (WALT).



CREATING THE TEAMS:

A.2: H.S. and Tri-C Grads registered in Employment Connection Database (Task Team).

- Leads: Dave Reines and Susan Muha

A.3: Expand NEONI Job Shadowing to IT (Task Team).

- Leads: Pam Waite and Courtney DeOreo

A.1 + C.2: Work Readiness and Common Assessments

- Leads: Judith Crocker and Jill Rizika
- Members: Camille Ali, Meggan Few, Sonya Gant, Althea Johnson, Mick Latkovich, Charles McDowell, Kathy Perry, Evelyn Rice, Rehina Savchuk, Gladys McMickens, Francisca Richter, Jim Robey (Mohr), Kahlil Seren, Bob Stewart, Judith Crocker, Sherri Dozier, Charles Kirtland (Marriott), Holly Reilly (CCF), Laurie Atkins, Liz Walton, Mike Longo, Jill Rizika
- Others: Industry Assns, Towards Employment, Cleveland Fdn; CEOGC, Cuyahoga Valley Career Center, the Literacy Cooperative, ABLE
- Meet with Mark Birnbrich, Project Director re: OhioMeansJobs Portal

A.4, A.5, and A.6: Expand Career Info; WVIZ/NOTA; Centralize Internships

- Leads:
- Members: Mary Kay Bitterman, Annamaria Lemajic, Jana Nassif, Tracey Nichols, Danielle Price, Bob Stewart, Judith Crocker, Katrina Myers, Sonya Pryor Jones, Linn Gahr, Dan Koncos, Jim Robey, Annette Darby
- Others: OMJ, TeamNEO Intern; Center for Health Affairs, NOHSIC, NOCHE, COSE, GCP, WVIZ, CMSD – (other school systems in area?), MYCOM, Neighborhood groups, Tri-C, CSU Internships, College NOW, State Association of Career Tech Educators.
- Meet with lead for the Governor's initiative to reform career development in K-12 and Higher Ed systems.
- It may make sense to divide this work into subteams.

B.1 & B.4: Building talent pipeline across industry & Manufacturing Pilot

- Leads: Dave Reines and Terri Sandu
- Members: Mary Ann Pacelli, Dana Marshall, Shelly Simpson, Bob Stewart, Moné Givner, John Gajewski, Lillian Lilly, Tracey Nichols, Harriett Applegate, Rebecca Kusner
- Others: WIRE-Net; Ohio energy Workforce Consortium; Ohio Contractor Assn, Bio-Ohio, Nortech, Education partners, GrafTech International, BenVenue, Construction Employer Assn. Ohio Labor groups, utilities, perhaps include logistics sector?
- Review work completed as part of the MAGNET pilot program.
- Identify and describe the intersections with the multiple initiatives in the industries of manufacturing, construction and energy.

B.2 & C.5: Quarterly Jobs Snapshot & connecting existing info on jobs/skills generated by industry associations.

- Leads:
- Members: Mary Ann Pacelli, Jim Robey, India Pierce Lee, Holly Reilly, Matt Zone, Rehina Savchuk, Sonya Gant, Susan Nelson, Merissa Piazza, Emily Campbell
- Others: CSU, Center for Community Solutions
- Review samples of “snapshots” that are issued by other WIBs (collected by G. Kilbane)
- Identify and invite to the meeting the Governor’s lead person (or designee) who is implementing the workforce system reform priority regarding career information.

B.3: Employers’ Roundtable

- Lead: GCP
- Host: Cleveland Federal Reserve Bank
- Members: Camille Ali, Ifeoma Ezepue, Meggan Few, Sonya Gant, Leslie Ryan, Rehina Savchuk, Jim Robey, Kahlil Seren, Pam Waite, Shawn DaVis
- Others: Business Reps, GCP, COSE, SHRM, ODJFS, WIRE-Net
- Focus: What action should be taken as a result of the Roundtable and surrounding analyses: e.g, info campaign, new WIB training policy; PSAs, etc.

C.1: Employer Incentives to “trainup” or “upskill”

- Leads: EC
- Members: Kyle Casey; Ifeoma Ezepue, George Fields, Holly Reilly, Nancy Sidell, Chelsea Mills
- Others: Industry Associations, GCP, Cleveland Foundation, Towards Employment, Private Employers

C.3: Improve Job Matching

- Leads: EC
- Members: Ifeoma Ezepue, George Fields, Sonya Gant, Holly Reilly, Kyle Casey
- Others: GCP, ODJFS, Employers’ Resource Council, SHRM

C.4: Improve collaboration with supportive services

- Leads:
- Members: Sandra Bizzell, Emily Campbell, Traci Conkling, Sherri Dozier, Ifeoma Ezepue, Sonya Gant, Charles Kirtland, Tara Lamont, Paul Magnus, Dan Milford, Sonya Prior-Jones, Holly Reilly, Karen Velbeck, Robin Smalley.
- Others: Towards Employment, CEOGC, Tri-C, ADAMHS, Recovery Resources, Neighborhood Groups