

Workforce

MCOFuture.com
what does it mean to you?



Goal:

To prepare well-trained employees for success with skills that match job requirements in targeted industries, via a partnership among employers, Montgomery County, Sinclair Community College and the Miami Valley CTC.

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Rationale:

The information driven economy requires:

- Higher skill and knowledge levels
- A time sensitive response to meet those workforce needs

Without the right skills:

- Local citizens face chronic unemployment or under-employment
- Employers can't find the workers they need



How we will achieve this goal:

- Identify emerging workforce training needs in collaboration with targeted industry partners
- Provide customized training solutions to equip the workforce with the skills needed



Guiding Principle: **DURABLE** (Affordable to be maintained over time)

- Two systems have to work:
 - 1 - A system of collaboration that optimizes core team members (County, Sinclair, and CTC) and targeted industries partners
 - 2 - A systematic approach to implement effective screening, assessment, training, job preparation, and job placement



Guiding Principle: **INCLUSIVE**

- Start with a focused program
 - Two targeted industries
- Build a broadly applicable model
 - Open to a variety of business sectors and industry partnerships



Guiding Principle: **EFFECTIVE**

- Progress must be measured and “surfaced”
 - Benefits must be easily recognized
- Data to assess need
 - Determine if needs have been met through validation with employers



Guiding Principle: **AFFORDABLE**

- Upfront or “seed” funding is needed
 - Develop training programs with initial cohort of individuals
 - When employers experience the value, they are more willing to help fund programs
 - Essential to creating a model of affordability and sustainability



Guiding Principle: **WELL SUPPORTED**

- Employers must be engaged and committed to the initiative by demonstrating support through:
 - ✦ Partnering in curriculum development and ongoing updates
 - ✦ Specifying the appropriate screening tools
 - ✦ Sharing job descriptions and forecasting the number of workers needed for those positions
 - ✦ Facilitating hands-on training experiences in the actual work-setting
 - ✦ Committing to interview successful training completers



DISCUSSION