

REB STRATEGIC PLAN 2006 – 2009 A Synopsis



*REB Board of Directors
Annual Meeting
December 14, 2005*

Major Changes in Strategic Plan

- Three Year Time Period: 2006 – 2009
- Vision-Mission ~ More emphasis on:
 - connection with business and economic development;
 - leadership role in creating strategic alliances and community partnerships, and
 - targeted worker populations
- Four Strategic Goals Aligned with Vision, Mission & Key Workforce Development Challenges

Vision

The Regional Employment Board **leads** a dynamic, efficient and integrated workforce development system that promotes **economic development** and **community growth**, and is rooted in the principles of **equity** and increased **access** to workforce development services for employers and job seekers.

Mission

The Regional Employment Board plans, coordinates and oversees the growth and effective use of public and private investment in workforce development initiatives for **quality jobs**. The Board provides leadership in creating **strategic alliances** with business, government and community organizations to provide access to education, training and employment opportunities for all workers, especially for low income adults and youth, disadvantaged minorities and **newcomers**, dislocated workers, incumbent workers, and their **families**.

Key Workforce Development Challenges

- Poverty ↑
- Non-English Speaking ↑
- Labor Force & Wage Growth ↔
- Funding: Federal ↓ State ↑

Four Strategic Goals

1. Retain, Expand, and Attract Business through Workforce Development
2. Increase Basic Skills for a Quality Workforce
3. Develop Youth Employability Skills
4. Build Stakeholder Understanding and Support for Workforce Development

Retain, Expand and Attract Business through Workforce Development

Goal:

- Take a leadership role in integrating workforce development with initiatives that support business growth and success, and that enhance the skills of new/incumbent workers, leading to family economic self-sufficiency.

Retain, Expand and Attract Business through Workforce Development

Objectives and Results Highlights:

- Sectoral approach to “High Growth, Priority Cluster” Industries
- Includes Focus on Small Businesses
- Increase the Use of One-Stop Career Centers

Increase Basic Skills for a Quality Workforce

Goal:

- Align adult education programs and services to integrate literacy and work readiness skills with workforce development, resulting in career directed employment opportunities leading to economic self-sufficiency.

Increase Basic Skills for a Quality Workforce

Objectives and Results Highlights:

- Integration of Literacy/Education with Workforce Development
- Improve Work Readiness Skills
- Develop Workplace Education Programs

Develop Youth Employability Skills

Goal:

- Improve and expand workforce development programs and services for youth, especially older youth who need basic skills development, English language proficiency and employment.

Develop Youth Employability Skills

Objectives and Results Highlights:

- Increased Service to Older Youth
- Customized Career Center Services
- “STEM” Internships/Jobs; Trades & Apprenticeships

Build Stakeholder Understanding and Support for Workforce Development

Goal:

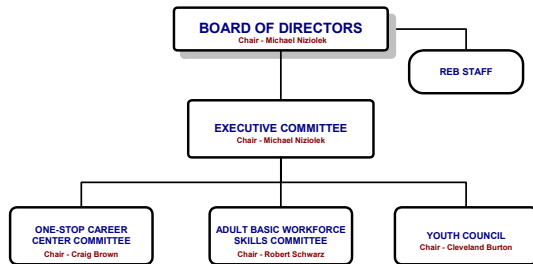
- Increase stakeholders' understanding of the pivotal role of workforce development in community and economic development and their support for resources to expand public and private investment in the system.

Build Stakeholder Understanding and Support for Workforce Development

Objectives and Results Highlights:

- Strengthen Involvement with Economic Development, Business, Education & Community Leaders, Elected Officials
- Increased Investment
- A Workforce System that is User-Friendly, Understandable & Accountable

REGIONAL EMPLOYMENT BOARD OF HAMPDEN COUNTY, INC. COMMITTEE STRUCTURE



As of December 14, 2005