



Strategic Workforce Development Planning

SWDP TEAM

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Our Purpose

The OWDC leads regional workforce efforts, dedicated to the development and implementation of innovative workforce systems, with a focus on community prosperity and economic well-being.

Our Mission

Utilizing locally relevant data to empower innovative and agile workforce strategies; we focus on developing community prosperity, one job seeker and one employer at a time.

Our Vision

Achieving economic prosperity and exceeding the expectations of jobseekers and employers by providing data driven solutions and innovative strategies for workforce challenges.

Our Values

Responsive Diversity Trustworthy
Customer Integrity
Innovative
Centric Empowerment
Transparent



Needs Assessment Interviews

79% Council members interviewed.

# Interviews	28
Business	12
Community	6
Labor	1
Education	6
Economic Development	3

23 Council Members Interviewed | 5 Alternates

1. Last year as an organization/business
2. The Positive and Negative Impacts of the Pandemic
3. Forecasting
4. Barriers – current workforce and applicants
5. Skill Gaps
6. Customer needs
7. Diversity, Equity, and Inclusion

Last Year



Recruitment & Retention



Organizational Changes & Adaptation



Financial & Funding Issues



Industry-Specific Challenges



Community & Economic Development

Positive Impact



Technological Advancements & Adaptation



Remote Work & Hybrid Models



Education & Learning Transformation



Economic Resilience & Innovation



Equity & Disparities

Negative Impact



Remote Work & Hybrid Models

- Operational Challenges



Recruitment & Staffing Challenges



Equity & Inequities



Economic & Financial Impact



Employee Well-being & Mental Health

Forecasting

Workforce Growth



- Hiring Challenges
- Qualified Candidates
- Specialized Fields

Capacity



- Expansion
- Project
- Labor Force

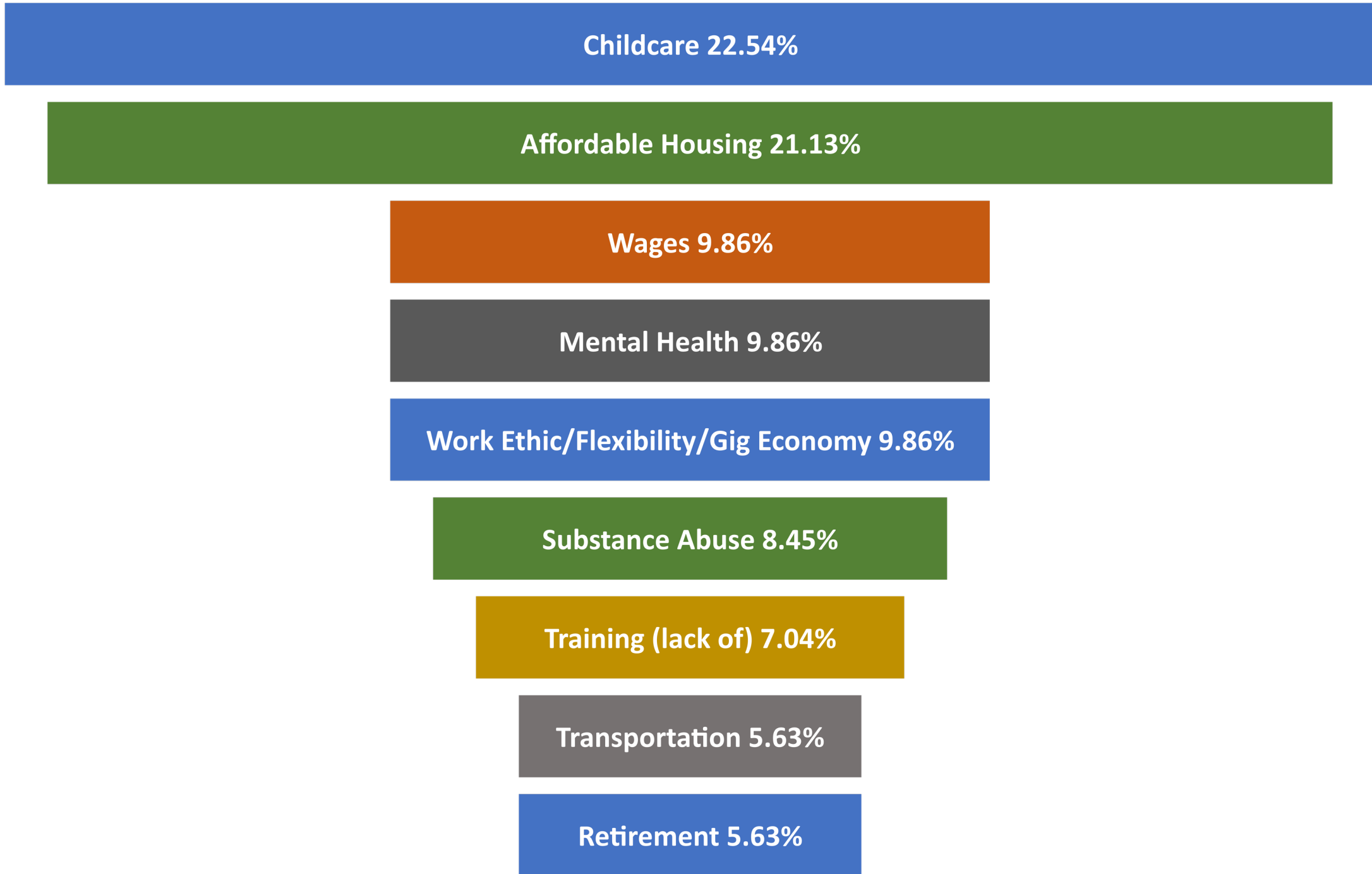
Business Development



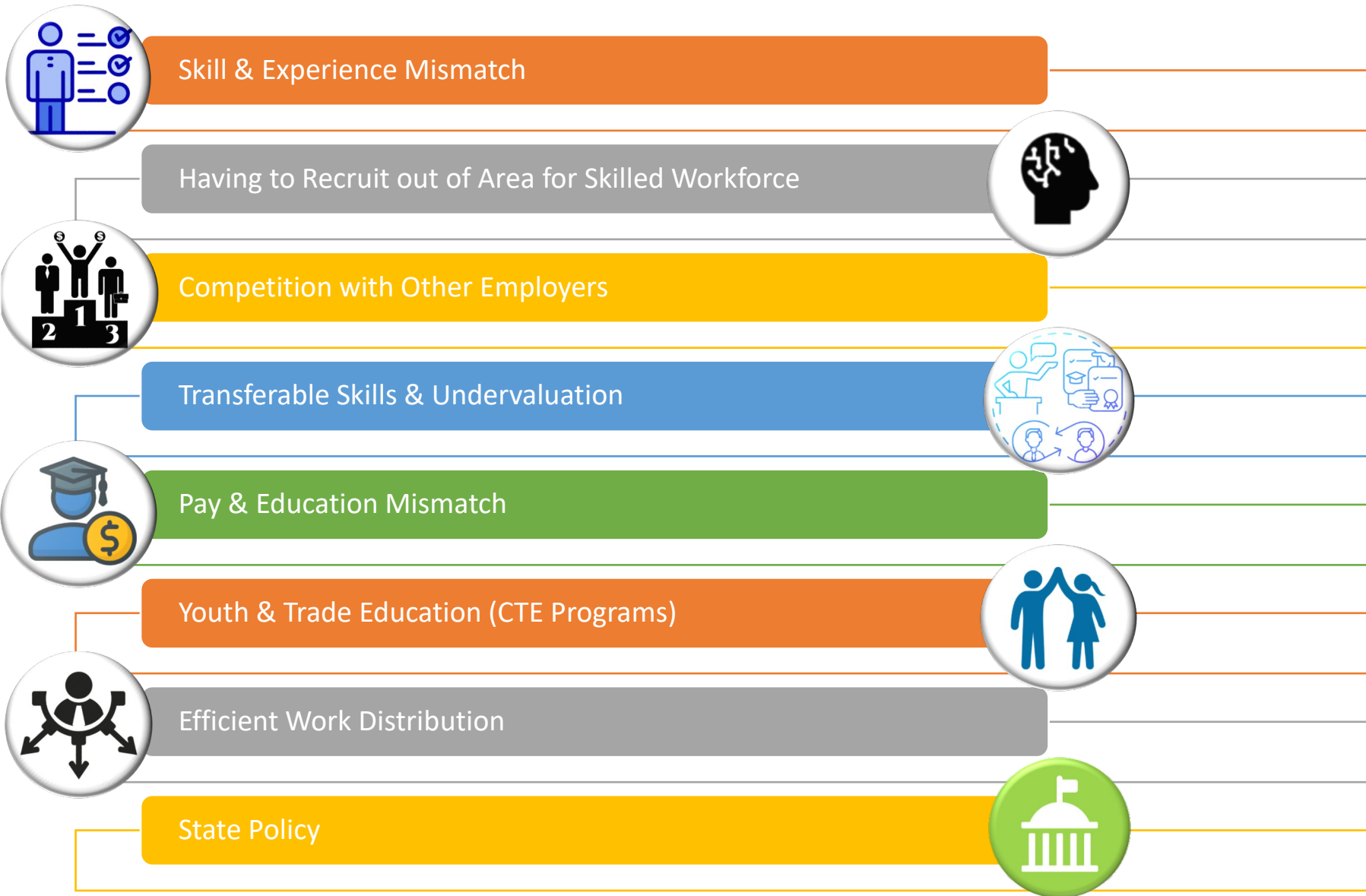
- Staff Shortages
- Skill gaps
- Training needs
- Revenue Focus

Barriers

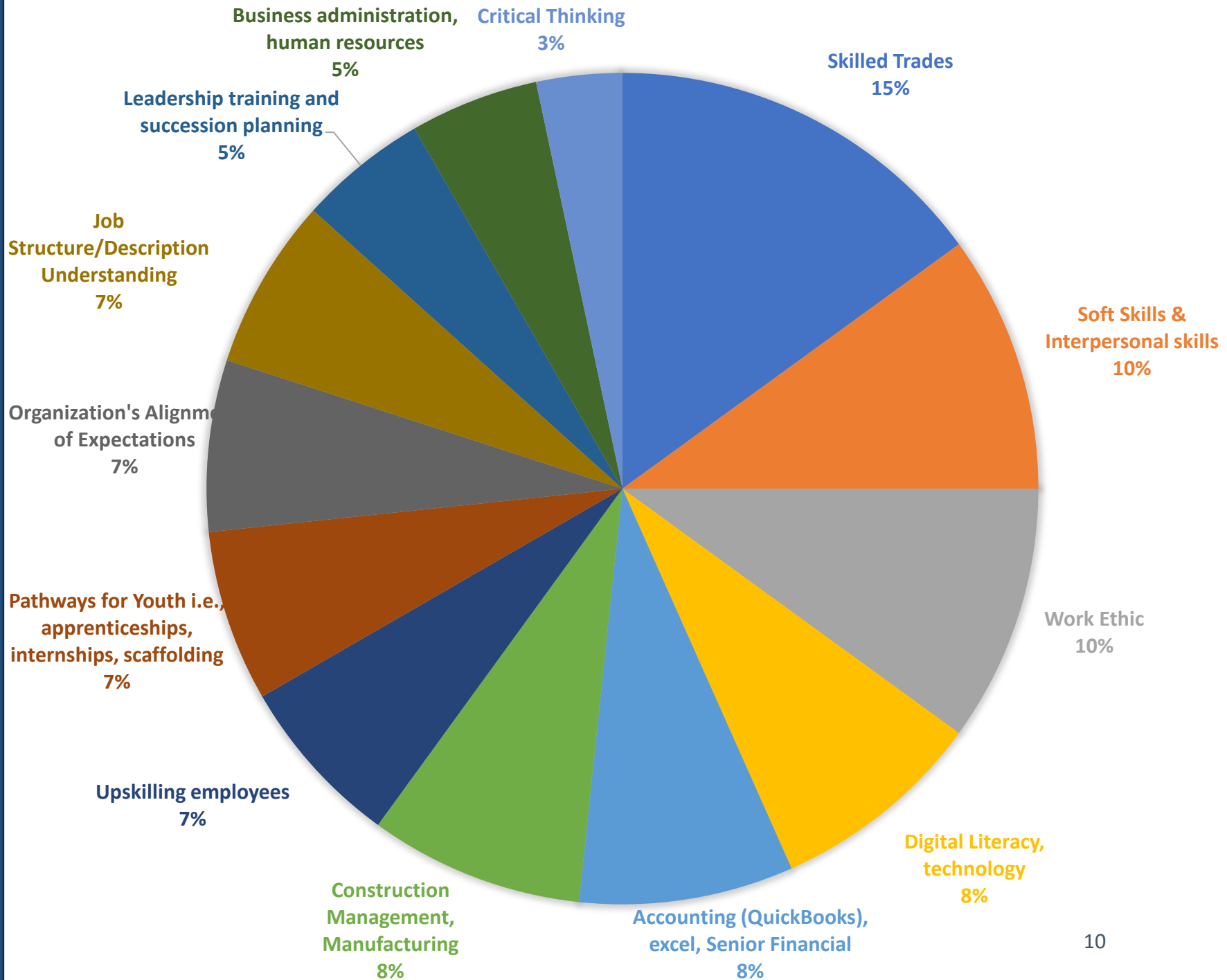
Entering or Re-Entering the Workforce



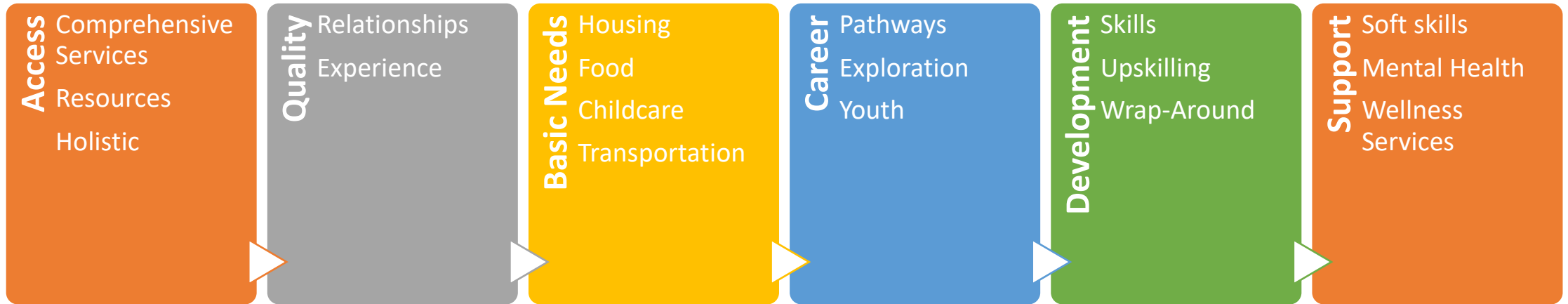
Organizational Barriers



Knowledge & Skills Employer Needs



Services Community Based



- Creating Better System of Services
- Career Connecting Learning Opportunities
- Pathway Awareness
 - Career Exploration
 - Work Experiences
- Options & Resources to meet needs outside of Workforce Development
- Business Services
 - Job Description Assistance
 - Workforce Planning
 - On-the-Job Training
 - Behavioral Services
 - Ongoing Support & Resources
 - Apprenticeships

Diversity Equity & Inclusion



Addressing Barriers

Anti-Harassment Training

Creating Inclusive
Workspaces

Focus on
Underserved
Populations

Leadership Principles

Microaggressions & Biases

Acknowledging Challenges

Value Added



Networking & Community Engagement

Awareness & Information Sharing

Collaboration & Partnership

Access to Resources

Professional Development & Learning



Questions

Discussion

Expectations

Next Steps

- Objectives
- Addressing Barriers
- Strategic Priorities
- System Goals
- Alignment
- Group Recruitment



Economic Landscape

Cindy Brooks
Colleen McAleer
James Davis
Monica Blackwood



Sector Strategies

Matt Murphy
Nicole Brickman
Danny Steiger



Service Delivery

Anjalee Blackwell
Terry Cox
Brian Kneidl
Mike Robinson

- Andy Rowlson
- Anjalee Blackwell
- Brian Kneidl
- Cindy Brooks
- Colleen McAleer
- Cordi Fitzpatrick
- Danny Steiger
- Gina Lindal
- James Davis
- Jeff Allen
- Jessica Barr
- Kareen Borders
- Lucinda Heidel
- Marilyn Hoppen
- Matt Murphy
- Megan Mason-Todd
- Mike Robinson
- Monica Blackwood
- Neal Holm
- Nicole Brickman
- Peter Johnson
- Terry Cox



Proud Partner



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