

# The Workforce Board of Northern Cook County Youth Council

## 2008-2010 Strategic Plan Goals and Outcomes

**The Workforce Board of Northern Cook County** is committed to developing a skilled workforce that supports regional businesses. The Workforce Board's Strategic Plan sets the stage for Board involvement around broad goals and defined outcomes that will aid in fulfilling that commitment.

**Mission:** To lead development of a workforce system that ensures access to talent in demand by regional industries and local firms.

**Vision:** A Thriving region rooted in economic diversity and sustained by adaptive high-performing talent.

**The Youth Council brings** together individuals from a range of programs, policy areas, and private industry that are working together to develop comprehensive and effective youth strategies under the guiding principles of the Workforce Board and aligned with the Workforce Board Strategic Plan Goals and Outcomes.

**Vision:** *The communities of Northern Cook County will have a comprehensive, unified youth development system that equips each and every youth with the work values, career skills, and the commitment to lifelong learning that is necessary to enter satisfying and productive adult roles at home, in the community, and in the workplace."*

### Guiding Principles

**System Focus** – The range of workforce needs requires a systemic approach that goes beyond one single program or funding source, and serves a broad range of customers.

**Focus on Targeted Skill Set Development** – The basic skill sets for entry and progress in the workforce are evolving; resources need to be focused strategically on core competencies and employer valued skills.

**Information-Driven** – Decisions are data driven and focus on identified community needs as well as workforce system performance. Process improvement benchmarks and clearly defined outcomes measure success.

**Partnership Solutions** – Build on the working partnerships within the Board membership to increase cooperation and collaboration and expand community partnerships strategically.

**Customer Focus** – Employers, job seekers, and stakeholders are equally important customers. Actions are aligned with the changing needs of all system customers.

### 2008-2010 Youth Council Strategic Plan Goals and Outcomes

| Goal 1  | SECTOR/BUSINESS DRIVEN STRATEGIES   | Goal 2  | EMPLOYER FOCUSED COMPETENCY DEVELOPMENT  | Goal 3  | EFFECTIVE MARKETING & OUTREACH TO THE COMMUNITY   | Goal 4   | PERFORMANCE DRIVEN WITH CLEAR METRICS   |
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| <b>What will success look like?</b><br>1. Use a sector-based approach.<br>2. Develop an organized process for working with business and industry.<br>3. Career awareness information developed and used.<br>4. Youth focused events held. | <b>2008-2010 Outcomes</b><br>1. Utilize technology and tools to increase awareness and provide access to information.<br>2. Identify innovative and best practices to realign industry images.<br>3. All WIA Youth funded programs will have career awareness activities for no less than 3 of the 6 identified industry sectors that all WIA youth participants will be enrolled in.<br>4. Annual youth summit will focus on industry trends and employment opportunities.<br>5. Participate in ongoing collaboration efforts and event planning with high school districts, community colleges and employers. | <b>What will success look like?</b><br>1. Facilitate discussion with educators and businesses.<br>2. Identify and deliver innovative ways to educate youth on workplace competencies. | <b>2008-2010 Outcomes</b><br>1. Host 4 employer, educator and youth focus groups to gather and share relevant information regarding competencies and youth preparation.<br>2. Give funding priority to programs developing and implementing youth internships and apprenticeship programs.<br>3. Allocate 60% of WIA Youth funds to program elements that address high school retention strategies, alternative programs and transitions for out of school youth.<br>4. Research & develop additional e-learning services.<br>5. Focus on STEM competencies.<br>6. Invest 5% of youth funds in ITA training. | <b>What will success look like?</b><br>1. Implement a comprehensive communication plan to convey accomplishments.<br>2. Builds alliances and coalitions.<br>3. Assess factors of community success that are greater than the Board's span of control.<br>4. Maintain and update a map of public and private sector workforce development resources. | <b>2008-2010 Outcomes</b><br>1. Develop a quarterly youth focused newsletter.<br>2. Establish Illinois workNet partner sites in each municipality.<br>3. Increase the awareness and use of the youth focused web based tools: employthefuture.org & Youthfutures.com.<br>4. Annual youth summit will focus on youth accomplishments and leaders.<br>5. Give direction for ongoing training and development for the workforce system professionals<br>6. Participate in a Workforce Board Marketing Committee. | <b>What will success look like?</b><br>1. Decisions regarding workforce system are increasingly made on the basis of quantitative and qualitative information gathered by the Board.<br>2. Collects data and turns it into workforce intelligence.<br>3. Track, develop and measure system performance through a set of system-wide metrics. | <b>2008-2010 Outcomes</b><br>1. Maintain policy where programs are awarded funds based on integration of services, highly accessible, focused on life long learning, non-duplicative, and demonstrated outcomes to meet the needs of the employers.<br>2. Identify the core data needed by key stakeholders to engage in decision making and systemic changes and facilitate the gathering and reporting out of the data.<br>3. Align WIA program deliverables with negotiated WIA Common Measures and review quarterly outcomes that meet and/or exceed the area wide benchmark.<br>4. Participate in a Performance Management Task Force. |