



# Virtual Sessions Full Report

## Strategic Plan 2020-2022

Workforce Alliance of South Central Kansas

Prepared By:



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## Introduction and Background

In early 2020, the Workforce Alliance (WA) of South Central Kansas commenced a strategic planning process leading to a two-year plan for the local workforce development area. As part of this planning process, Workforce Alliance partnered with The Odenthal Group to develop the written plan and facilitate a number of virtual conversations on specific employment and training topics. During these facilitated sessions, WA prioritized hearing from as many stakeholders, workforce partners, and board members as possible. Through this high-level of participation, input, unique perspectives, and enthusiasm, WA has been able to create strategic plan goals that are truly reflective of the needs of the local workforce development area, its businesses, and its job-seekers.

This report includes the information gathered from the virtual strategic planning sessions. It includes the information presented, polling questions and results, discussion topics, notes from the group discussions, and attendance from the meetings.

## About Workforce Alliance of South Central Kansas



**Mission:** *"Growing the regional economy through a skilled workforce"*

**Vision:** *"Supporting and advancing a competitive workforce in South Central Kansas"*

**Website:** [www.workforce-ks.com](http://www.workforce-ks.com)

The Workforce Alliance of South Central Kansas (WA) serves as the Local Workforce Development Board (LWDB) for a six county region, including Wichita, the largest city in Kansas. The WA operates three American Job Centers (AJCs), serving 50,000 job seekers and 750 employers annually. These centers are located in El Dorado, Wellington, and Wichita. The primary function of the LWDB is to ensure that workforce funds and operations are invested in workforce development activities that address the needs of employers and job seekers in South Central Kansas.

The WA was incorporated as a nonprofit in March of 2000. It is the administrative entity and program administrator for several of the U.S Department of Labor's (USDOL) Employment and Training programs serving South Central Kansas. The WA has operated job training programs funded under the Workforce Investment Act (WIA) and the Workforce Innovation and Opportunity Act (WIOA) for over a decade. The WA manages or has managed National Emergency Grants, a Health Profession Opportunity Grant, Social Innovation Funds, National Fund for Workforce Solutions grants, local government funding, economic development grants, state grants, corporate investments, and private nonprofit/foundation grants, and revenue generated from fee for service activities.



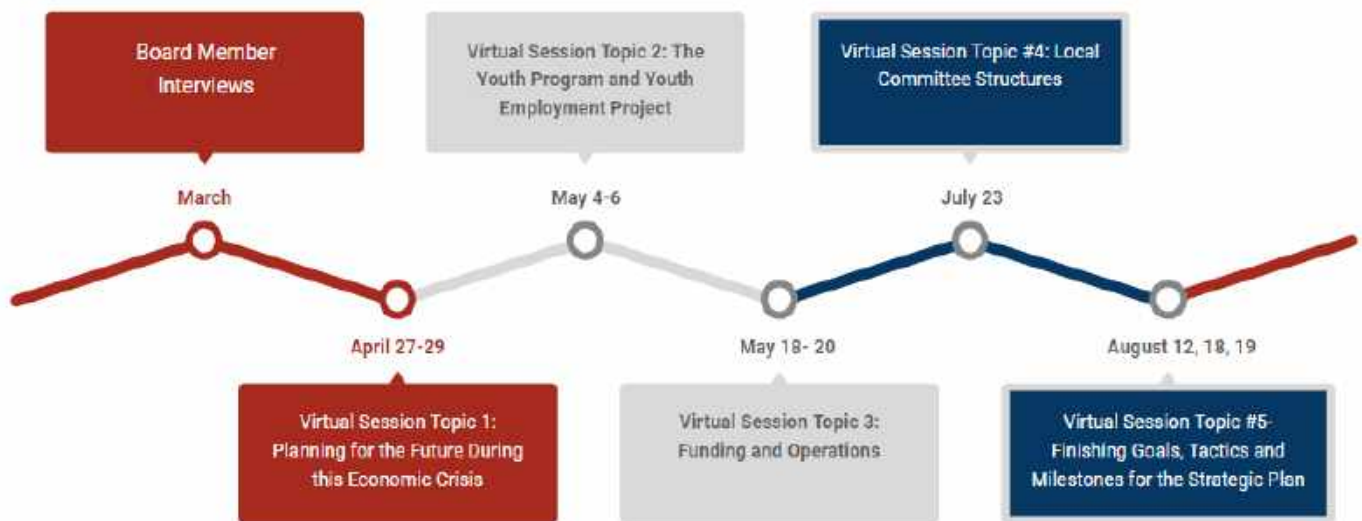
The WA has been recognized as a high performing LWDB and received exemplary practices recognition for grant management, fiscal and monitoring, case management, innovative collaboration with employers, use of Earn and Learn Models/Apprenticeships, and work within sector strategies. The WA has experience in consultation, fiscal management, collecting, monitoring, and reporting participant data as required by the USDOL, including training and placement activities for multimillion dollar grant programs. Other entities that have utilized the WA's expertise for contractual consultation include USDOL, Maher & Maher, National Association of Workforce Boards, Federal Reserve Bank of Kansas City, Geographic Solutions, and Jobs for the Future.

## Process and Methodology

### Timeline of Events

The WA and the Odenthal Group worked closely together to develop a series of video conferencing events that would address several topic areas deemed to be the most relevant for providing input in the strategic planning needs of WA. Several planning meetings were held between March and April 2020, including during meetings of the Executive Committee of the workforce board, in order to develop the format, topics, and the content for these sessions. Originally, these stakeholder meetings were planned to be in-person meetings to gather the input, but due to the COVID-19 crisis, an adjustment was made to present the topics by video conference in multiple sessions in order to accommodate the most partner and board feedback possible.

## Strategic Planning Timeline of Events



Initially three primary topics were scheduled for the months of April and May. Those topics included the following:

1. **Planning for the Future During the Economic Crisis;**
2. **The Youth Program and Youth Employment Project; and**

### 3. Funding and Operations.



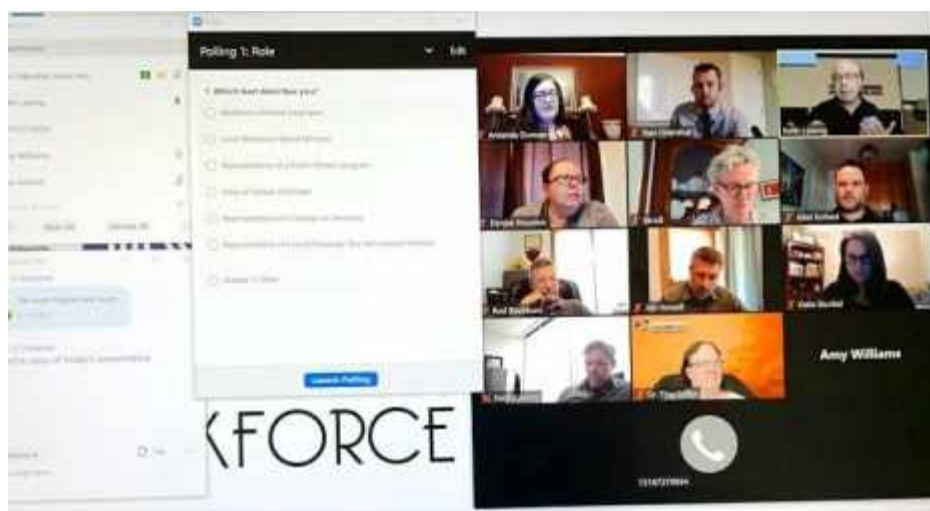
Virtual Strategic Planning Session

Each topic was presented in three virtual sessions, each approximately 1 hour and 30 minutes in length. Board members and other stakeholders were asked to register for one session for each topic. The format of each session included WA providing background information on the topic being discussed. Polling questions were utilized to gather instant feedback from participants on various subtopics related to the topic being discussed. Additionally, each session featured approximately 2-5 subtopic discussion questions.

Information and feedback was documented during these sessions through recording each session, note taking, as well as polling results. Upon completion of these sessions, the information was presented to the Executive Committee as well as the senior leadership team at WA. It was determined that for most accurate stakeholder and board member

input to the polling questions, we should remove the survey answers from WA's staff on most of the questions. These changes have been notated on all poll results.

Two additional topics were added after completing the initial three topic areas. These two topic areas were decided upon after similar consultation between the strategic planner, the Executive Committee, and senior leadership at WA. The two topics included:



Virtual Strategic Planning Session and Polling Question

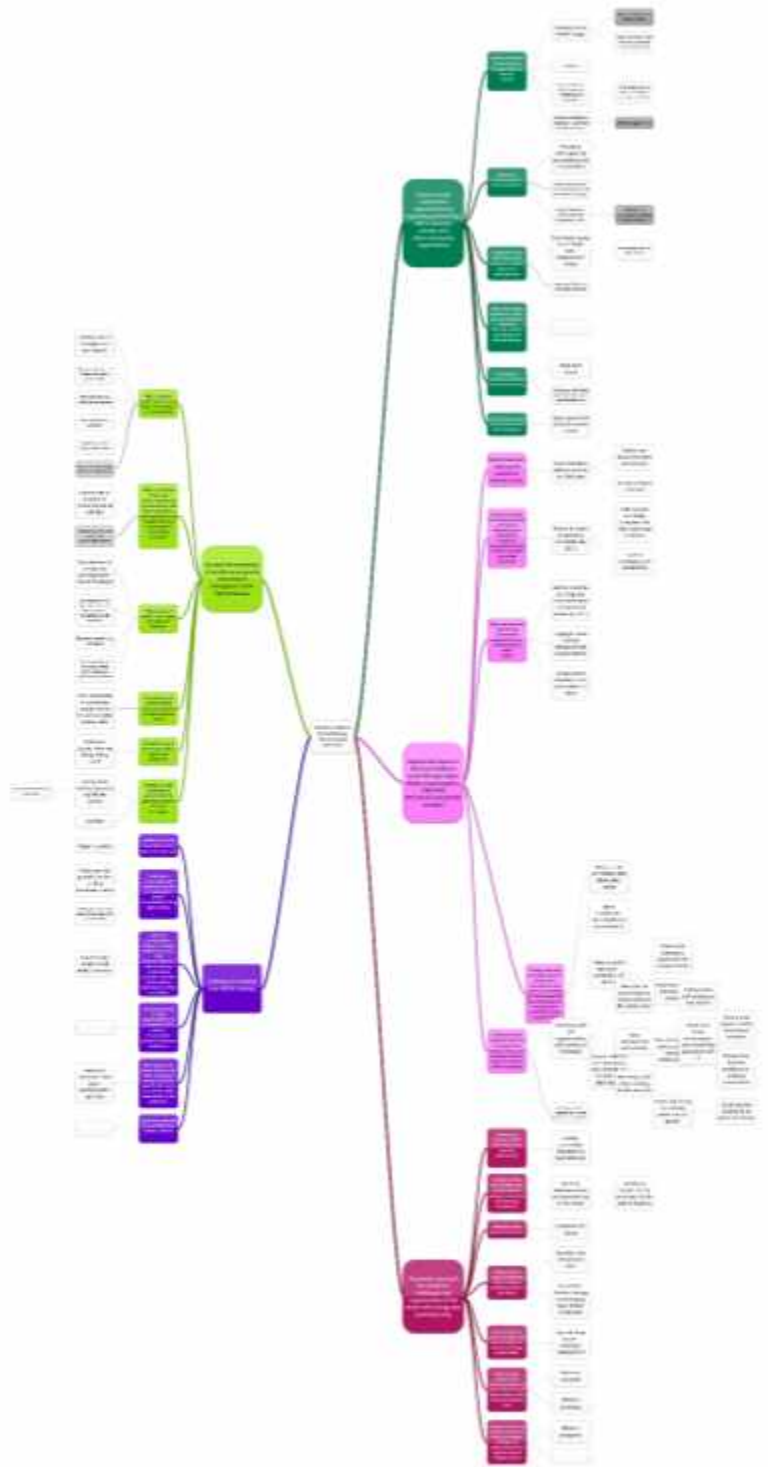
#### 4. Local Committee Structures

#### 5. Finishing Goals, Tactics, and Milestones for the Strategic Plan

The two topics were presented slightly differently than the original three. For the discussion related to local committee structures, only one session was held. The facilitator (Stan Odenthal) researched local workforce board committees structures from surrounding states and presented the information to the session's participants in the format of a comparative analysis. A conversation about

the board’s existing committee structures was held during the session after the information was presented.










The final topic related to the finalizing the goals, tactics and milestones for the strategic plan. For this topic, three virtual sessions were held with board members and other stakeholders signing up to participate in one of the sessions. Each of the goals and tactics were reviewed with the participants. As each was reviewed, an attempt was made to identify smaller objectives, milestones, or timelines using mind mapping software.



Mind Mapping Exercise to Identify Milestones, Timelines, and Objectives. See the Appendix for high-resolution PDF version of this Mind Map.

# Topic 1 - Planning for the Future During this Economic Crisis

## Presentation Slides - Topic 1

Presentation Slides		
 <p><b>Planning for the Future during this Economic Crisis</b> Strategic Planning Topic #1 Presented by: Stan Odenthal www.waalliance.com</p>	 <p><b>Welcome - Keith Lawing</b></p> <ul style="list-style-type: none"> <li>Defining the topic</li> <li>Please introduce yourself in the chat area</li> </ul>	 <p><b>Background - Amanda Duncan</b></p> <ul style="list-style-type: none"> <li>Overview of the topic</li> <li>Background of Efforts</li> </ul>
 <p><b>Strategic Planning - Stan Odenthal</b></p> <ul style="list-style-type: none"> <li>Intro for the session</li> <li>Housekeeping items</li> <li>Live polling questions</li> <li>Planning and Doing</li> </ul>	 <p><b>Subtopic #1</b></p> <p>What is the role of the workforce board during this trying time?</p> <p>Policy Director Strategic and Data (What are we all?) Level of Support (What resources are?) Best Practices for Success Level of Efforts Information and Training (How are we going to stay #1) Measuring Success</p>	 <p><b>Subtopic #2</b></p> <p>What are the jobs of the future and how do we start preparing students for training in those fields?</p> <p>Policy Director Programs and Clubs Special Events Adult Education Services Career/Workforce Information and Training Measuring Success</p>
 <p><b>Subtopic #3</b></p> <p>What opportunities are there to improve the delivery of services in our region during this time?</p> <p>Policy Director Level of Support Best Practices for Success Level of Efforts Information and Training Measuring Success</p>	 <p><b>Subtopic #4</b></p> <p>What combination of policies and programs need to be strengthened or established to help move things forward?</p> <p>Policy Director Strategic and Data Level of Support Best Practices for Success Level of Efforts Information and Training Measuring Success</p>	 <p><b>Next Steps and Additional Sessions</b></p> <p>Topic 1: Strategic Planning for the Future During this Economic Crisis</p> <ul style="list-style-type: none"> <li>Topic 1: Strategic Planning for the Future During this Economic Crisis</li> <li>Topic 1: Strategic Planning for the Future During this Economic Crisis</li> <li>Topic 1: Strategic Planning for the Future During this Economic Crisis</li> </ul> <p>Topic 2: The Youth Program and Youth Development Program</p> <ul style="list-style-type: none"> <li>Topic 2: The Youth Program and Youth Development Program</li> <li>Topic 2: The Youth Program and Youth Development Program</li> <li>Topic 2: The Youth Program and Youth Development Program</li> </ul> <p>Topic 3: Career Training and Opportunity Through Workforce</p> <ul style="list-style-type: none"> <li>Topic 3: Career Training and Opportunity Through Workforce</li> <li>Topic 3: Career Training and Opportunity Through Workforce</li> <li>Topic 3: Career Training and Opportunity Through Workforce</li> </ul>

## Poll Questions and Results - Topic 1

<b>Poll Questions and Results</b>		
<b>4/27/2020</b>	<b>4/28/2020</b>	<b>4/29/2020</b>
<p><b>Question 1: Which best describes you?</b></p> <p>Workforce Alliance Employee <b>(2)</b></p> <p>Local Workforce Board Member <b>(4)</b></p> <p>Representative of a Public Partner program</p> <p>State of Kansas Employee</p> <p>Representative of a College or University <b>(1)</b></p> <p>Representative of a Local Employer (but not a board member)</p> <p>Other</p>	<p><b>Question 1: Which best describes you?</b></p> <p>Workforce Alliance Employee <b>(5)</b></p> <p>Local Workforce Board Member <b>(2)</b></p> <p>Representative of a Public Partner program <b>(1)</b></p> <p>State of Kansas Employee</p> <p>Representative of a College or University</p> <p>Representative of a Local Employer (but not a board member)</p> <p>Other</p>	<p><b>Question 1: Which best describes you?</b></p> <p>Workforce Alliance Employee <b>(4)</b></p> <p>Local Workforce Board Member <b>(2)</b></p> <p>Representative of a Public Partner program</p> <p>State of Kansas Employee <b>(2)</b></p> <p>Representative of a College or University <b>(1)</b></p> <p>Representative of a Local Employer (but not a board member)</p> <p>Other</p>
<p><b>Question 2: How prepared are we to help job-seekers get the skills needed to meet employer demands of the future?*</b></p> <p>Very Prepared <b>(1)</b></p> <p>Mostly Prepared <b>(4)</b></p> <p>Somewhere in the Middle <b>(1)</b></p> <p>We Have a Way to Go</p>	<p><b>Question 2: How prepared are we to help job-seekers get the skills needed to meet employer demands of the future?*</b></p> <p>Very Prepared</p> <p>Mostly Prepared <b>(2)</b></p> <p>Somewhere in the Middle <b>(1)</b></p> <p>We Have a Way to Go <b>(1)</b></p>	<p><b>Question 2: How prepared are we to help job-seekers get the skills needed to meet employer demands of the future?*</b></p> <p>Very Prepared <b>(1)</b></p> <p>Mostly Prepared <b>(2)</b></p> <p>Somewhere in the Middle <b>(1)</b></p> <p>We Have a Way to Go</p>

Not at all Prepared	Not at all Prepared	Not at all Prepared
<p><b>Question 3: How well do our workforce centers connect with job-seekers?*</b></p> <p>Extremely well (1)</p> <p>Moderately well (2)</p> <p>Somewhere in the middle (1)</p> <p>We need some improvement (1)</p> <p>We need some major improvement</p>	<p><b>Question 3: How well do our workforce centers connect with job-seekers?*</b></p> <p>Extremely well (1)</p> <p>Moderately well (1)</p> <p>Somewhere in the middle (1)</p> <p>We need some improvement</p> <p>We need some major improvement</p>	<p><b>Question 3: How well do our workforce centers connect with job-seekers?*</b></p> <p>Extremely well (2)</p> <p>Moderately well (3)</p> <p>Somewhere in the middle</p> <p>We need some improvement</p> <p>We need some major improvement</p>
<p><b>Question 4: How well do our workforce centers connect with employers?*</b></p> <p>Extremely well (1)</p> <p>Moderately well (2)</p> <p>Somewhere in the middle</p> <p>We need some improvement (2)</p> <p>We need some major improvement</p>	<p><b>Question 4: How well do our workforce centers connect with employers?*</b></p> <p>Extremely well</p> <p>Moderately well (2)</p> <p>Somewhere in the middle (2)</p> <p>We need some improvement (1)</p> <p>We need some major improvement</p>	<p><b>Question 4: How well do our workforce centers connect with employers?*</b></p> <p>Extremely well (1)</p> <p>Moderately well (1)</p> <p>Somewhere in the middle (3)</p> <p>We need some improvement</p> <p>We need some major improvement</p>

\* Indicates that Workforce Alliance employee answers have been removed from results

## Notes, Goals, and Strategies - Topic 1

<b>Notes, Goals, Strategies</b>		
4/27/2020	4/28/2020	4/29/2020
<p><b>What is the role of the workforce board during this trying time?</b></p> <ul style="list-style-type: none"> <li>Thinking outside the box during time crunch</li> <li>Focusing on securing adequate funding</li> <li>Bringing perspective from the business world</li> <li>Bringing information to the table</li> <li>Having a voice from education at the table</li> <li>Defining training needs through sector perspectives</li> <li>Finding opportunities to partner</li> <li>Bringing expertise from own areas</li> </ul>	<p><b>What is the role of the workforce board during this trying time?</b></p> <ul style="list-style-type: none"> <li>Getting younger people into the workforce</li> <li>Helping people become more aware of the services</li> <li>Connecting with sectors and industries</li> <li>Helping the board and organization get more effective</li> <li>Bringing an industry specific perspective</li> <li>Networking in the community</li> </ul>	<p><b>What is the role of the workforce board during this trying time?</b></p> <ul style="list-style-type: none"> <li>The board has consistently been way ahead of the game</li> <li>The board needs to be action-oriented</li> <li>Moving barriers out of the way of success</li> <li>The board is more proactive than other boards</li> <li>Ensuring inclusivity</li> <li>Not being afraid to lead</li> <li>Looking at what other boards from around the country are doing</li> <li>Finding the true pulse of what is happening</li> <li>Getting information and keeping informed</li> <li>Staying up to date on COVID-19 impact</li> </ul>
<p><b>What are the jobs of the future and how do we start preparing individuals for training in those fields?</b></p> <ul style="list-style-type: none"> <li>Need the best labor market data possible</li> <li>Improving partnerships with Advisory Councils from colleges</li> <li>Becoming better informed about conversations happening at colleges</li> </ul>	<p><b>What are the jobs of the future and how do we start preparing individuals for training in those fields?</b></p> <ul style="list-style-type: none"> <li>Health Care</li> <li>Finding the right data and making it visible</li> <li>Creating the right pathways for young people</li> <li>Tracking the impacts of programs</li> </ul>	<p><b>What are the jobs of the future and how do we start preparing individuals for training in those fields?</b></p> <ul style="list-style-type: none"> <li>Technology is going to drive the jobs of the future</li> <li>Understanding how people will work and what the work environment will be like.</li> <li>What is the new norm?</li> </ul>










<ul style="list-style-type: none"> <li>• Strategically integrate workforce board with advisory councils</li> <li>• Identify top tier industries</li> <li>• Identify bullet proof occupations</li> <li>• Getting people in the right training pipeline</li> <li>• Better data from colleges</li> <li>• Better partnerships with school districts</li> <li>• Pulling people together to talk about the jobs of the future</li> </ul>	<ul style="list-style-type: none"> <li>• Sharing data effectively</li> <li>• Retooling in the jobs that some people may have ruled out</li> <li>• Highlight programs and employment opportunities that are growing</li> <li>• Not losing focus on Adults, especially those in their 20s and 30s.</li> <li>• Adding more learning opportunities and marketing to Youth programs</li> <li>• Reducing red tape to allow for more learning opportunities</li> <li>• Earn and Learn models</li> <li>• Taking workforce and labor market topics to the world</li> <li>• Speaking a common language across industry sectors</li> <li>• Improving visibility/branding of programs</li> <li>• Deliberate approach to careers</li> <li>• Virtual learning opportunities</li> </ul>	<ul style="list-style-type: none"> <li>• Registered Apprenticeship programs</li> <li>• Strategic planning</li> <li>• Marketing</li> <li>• Customized training</li> <li>• Connecting with advisory councils and having regular meetings</li> <li>• Putting a list together of already established participation with advisory councils</li> <li>• Getting meeting minutes and notes from advisory councils</li> <li>• Pulling academic leaders and business leaders together for regular meetings</li> </ul>
<p><b>What opportunities are there to improve the delivery of services at our centers during this time?</b></p> <ul style="list-style-type: none"> <li>• Continue upgrading technology</li> <li>• Being proactive and not reactive</li> <li>• Building better training programs by capitalizing on the skills people already have</li> <li>• Building on-the-job training programs</li> <li>• Improving marketing</li> <li>• Focusing on Entrepreneurship</li> <li>• Finding better connections</li> </ul>	<p><b>What opportunities are there to improve the delivery of services at our centers during this time?</b></p> <ul style="list-style-type: none"> <li>• Self-sustaining programs</li> <li>• Improved visibility of our office locations</li> <li>• Improving business services</li> <li>• Connecting with economic development</li> <li>• Cultivate partner relationships</li> <li>• Marketing</li> <li>• Networking, relationships and connections</li> </ul>	<p><b>What opportunities are there to improve the delivery of services at our centers during this time?</b></p> <ul style="list-style-type: none"> <li>• Already working to improve technology available to customers</li> <li>• YouTube workshops</li> <li>• Virtual orientations</li> <li>• Continuing to improve technology to reach all service counties</li> <li>• Finding ways to better serve individuals with disabilities</li> <li>• Bridging the digital divide and investing in technology resources</li> </ul>



<p>with the retail sector</p> <ul style="list-style-type: none"> <li>• Virtual service delivery and pop-up office locations</li> <li>• Jackson-Hewitt model with little booths in high traffic areas</li> </ul>		<ul style="list-style-type: none"> <li>• Making available WiFi access and hotspots from the parking lot</li> <li>• Using Google Classroom</li> <li>• Finding ways to connect with companies in rural areas and help them keep their businesses open</li> </ul>
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## Topic 2 - The Youth Program and Youth Employment Project

### Presentation Slides - Topic 2

<h2>Presentation Slides</h2>		
 <p><b>The Youth Program and Youth Employment Project</b></p> <p>Strategic Planning Topic #2</p> <p><a href="http://www.wiaofsk.com">www.wiaofsk.com</a></p> <p><a href="http://www.wiaofsk.com">www.wiaofsk.com</a></p>	 <p><b>Welcome - Keith Lawing/Jennifer Hughes</b></p> <ul style="list-style-type: none"> <li>Defining the topic</li> </ul>	 <p><b>Background Info - Amanda, Denise, Stacy, Alex</b></p> <ul style="list-style-type: none"> <li>Overview of the topic</li> <li>Background of past efforts</li> </ul>
 <p><b>Strategic Planning - Stan Odenthal</b></p> <ul style="list-style-type: none"> <li>Intro for the session</li> <li>Housekeeping items</li> <li>Live polling questions</li> <li>Planning and Doing</li> </ul>	 <p><b>Subtopic #1</b></p> <p>What is the role of the workforce investment as it relates to youth education and career awareness?</p> <p>What have been the greatest successes of the Youth program?</p> <p>Strategies and Goals (What are we do?)</p> <p>Level of Impact (What should we do?)</p> <p>Best Change for Success</p> <p>Level of Difficulty</p> <p>Measures and Timelines</p> <p>Measuring Success</p>	 <p><b>Subtopic #2</b></p> <p>How do we continue to build on the outcomes of the Youth Employment Project (YEP)?</p> <p>Strategies and Goals</p> <p>Level of Impact</p> <p>Best Change for Success</p> <p>Level of Difficulty</p> <p>Measures and Timelines</p> <p>Measuring Success</p>
 <p><b>Subtopic #3</b></p> <p>What opportunities are there to improve the WIOA Youth program?</p> <p>Strategies and Goals</p> <p>Level of Impact</p> <p>Best Change for Success</p> <p>Level of Difficulty</p> <p>Measures and Timelines</p> <p>Measuring Success</p>	 <p><b>Subtopic #4</b></p> <p>What relationships with partners need to be strengthened or established to help move things forward with the Youth program?</p> <p>Strategies and Goals</p> <p>Level of Impact</p> <p>Best Change for Success</p> <p>Level of Difficulty</p> <p>Measures and Timelines</p> <p>Measuring Success</p>	 <p><b>Next Steps and Additional Strategic Planning Sessions</b></p> <p>Topic 2: The Youth Program and Youth Employment Project</p> <ul style="list-style-type: none"> <li>May 19th 10:00 a.m.</li> <li>May 26th 10:00 a.m.</li> <li>May 31st 10:00 a.m.</li> </ul> <p>Topic 3: Funding and Operations (to be added)</p> <ul style="list-style-type: none"> <li>May 19th at 1:00 p.m.</li> <li>May 26th at 1:00 p.m.</li> <li>May 31st at 1:00 p.m.</li> </ul>

## Poll Questions and Results - Topic 2

<b>Poll Questions and Results</b>		
<b>5/4/2020</b>	<b>5/5/2020</b>	<b>5/6/2020</b>
<p><b>Question 1: Which best describes you?</b></p> <p>Workforce Alliance Employee <b>(4)</b></p> <p>Local Workforce Board Member <b>(2)</b></p> <p>Representative of a Public Partner program <b>(1)</b></p> <p>State of Kansas Employee</p> <p>Representative of a College or University</p> <p>Representative of a Local Employer (but not a board member) <b>(1)</b></p> <p>Other <b>(1)</b></p>	<p><b>Question 1: Which best describes you?</b></p> <p>Workforce Alliance Employee <b>(3)</b></p> <p>Local Workforce Board Member <b>(2)</b></p> <p>Representative of a Public Partner program <b>(1)</b></p> <p>State of Kansas Employee</p> <p>Representative of a College or University</p> <p>Representative of a Local Employer (but not a board member)</p> <p>Other</p>	<p><b>Question 1: Which best describes you?</b></p> <p>Workforce Alliance Employee <b>(3)</b></p> <p>Local Workforce Board Member <b>(2)</b></p> <p>Representative of a Public Partner program</p> <p>State of Kansas Employee <b>(1)</b></p> <p>Representative of a College or University</p> <p>Representative of a Local Employer (but not a board member)</p> <p>Other</p>
<p><b>Question 2: For local workforce board members - how long have you been a member of the board?</b></p> <p>Less than a year <b>(1)</b></p> <p>1-3 years</p> <p>3-5 years</p> <p>5-10 years <b>(2)</b></p> <p>More than 10 years <b>(1)</b></p>	<p><b>Question 2: For local workforce board members - how long have you been a member of the board?</b></p> <p>Less than a year</p> <p>1-3 years <b>(1)</b></p> <p>3-5 years</p> <p>5-10 years</p> <p>More than 10 years <b>(2)</b></p>	<p><b>Question 2: For local workforce board members - how long have you been a member of the board?</b></p> <p>Less than a year</p> <p>1-3 years</p> <p>3-5 years</p> <p>5-10 years</p> <p>More than 10 years <b>(1)</b></p>

<p><b>Question 3: How familiar are you with the Youth Employment Project (YEP)?*</b></p> <p>Extremely familiar (2)</p> <p>Very familiar</p> <p>Somewhere in the middle (4)</p> <p>I've heard of it, but don't know much</p> <p>I don't know anything about it</p>	<p><b>Question 3: How familiar are you with the Youth Employment Project (YEP)?*</b></p> <p>Extremely familiar</p> <p>Very familiar (1)</p> <p>Somewhere in the middle (1)</p> <p>I've heard of it, but don't know much (1)</p> <p>I don't know anything about it</p>	<p><b>Question 3: How familiar are you with the Youth Employment Project (YEP)? (Not Asked)</b></p> <p>Extremely familiar</p> <p>Very familiar</p> <p>Somewhere in the middle</p> <p>I've heard of it, but don't know much</p> <p>I don't know anything about it</p>
<p><b>Question 4: What are the two or three most important elements of a youth work experience program?*</b></p> <p>Leadership development opportunities</p> <p>Financial literacy learning opportunities</p> <p>Learning to show up on time (3)</p> <p>Getting along with others in the workplace (1)</p> <p>Learning job-specific skills (3)</p> <p>Learning about different industries or sectors (3)</p> <p>Learning time management skills</p> <p>Connecting workplace learning with classroom learning (3)</p> <p>Developing self-confidence (1)</p> <p>Networking and making connections for the future (3)</p>	<p><b>Question 4: What are the two or three most important elements of a youth work experience program?*</b></p> <p>Leadership development opportunities</p> <p>Financial literacy learning opportunities (2)</p> <p>Learning to show up on time (3)</p> <p>Getting along with others in the workplace (2)</p> <p>Learning job-specific skills (3)</p> <p>Learning about different industries or sectors</p> <p>Learning time management skills (1)</p> <p>Connecting workplace learning with classroom learning</p> <p>Developing self-confidence (1)</p> <p>Networking and making connections for the future</p>	<p><b>Question 4: What are the two or three most important elements of a youth work experience program?*</b></p> <p>Leadership development opportunities</p> <p>Financial literacy learning opportunities (1)</p> <p>Learning to show up on time (2)</p> <p>Getting along with others in the workplace (2)</p> <p>Learning job-specific skills (1)</p> <p>Learning about different industries or sectors (1)</p> <p>Learning time management skills (2)</p> <p>Connecting workplace learning with classroom learning</p> <p>Developing self-confidence (1)</p> <p>Networking and making connections for the future</p>

\* Indicates that Workforce Alliance employee answers have been removed from results

Notes, Goals, and Strategies - Topic 2











<b>Notes, Goals, Strategies</b>		
5/4/2020	5/5/2020	5/6/2020
<p><b>What is the role of the workforce board as it relates to youth education and career awareness and what have been the greatest successes of the Youth program?</b></p> <ul style="list-style-type: none"> <li>● Connect students at a younger age.</li> <li>● Career Awareness</li> <li>● Real world work experiences</li> <li>● Making the students aware of all the soft skills that are required</li> <li>● Workshops</li> <li>● Focus on attaining employment</li> <li>● Financial literacy</li> <li>● Getting the word out</li> <li>● Importance of the workshop and what work experience does for their resumes</li> <li>● Reaching out to employers</li> <li>● Success - Some of the students have returned to work full time for the company</li> <li>● Success - Students get put to work</li> <li>● Success Helps them develop better soft skills</li> <li>● Creating connections with older mentor</li> <li>● Well worth it for employers</li> </ul>	<p><b>What is the role of the workforce board as it relates to youth education and career awareness and what have been the greatest successes of the Youth program?</b></p> <ul style="list-style-type: none"> <li>● The board has had a lot of success with the youth programs</li> <li>● Project search is a good example of a successful program.</li> <li>● The youth program has been challenging each year</li> <li>● Some of the struggles include getting the involvement of youth and parents</li> <li>● How do we get the youth tied into the communities?</li> <li>● How do we make better connections?</li> <li>● Those not succeeding in school. They want to work, but don't know how.</li> <li>● Teaching kids what employers are looking for and what it's like to be a good employee</li> <li>● A lot of on-the-job training plant the seed and set up the foundations</li> <li>● Do some mentoring - life happens while they are</li> </ul>	<p><b>What is the role of the workforce board as it relates to youth education and career awareness and what have been the greatest successes of the Youth program?</b></p> <ul style="list-style-type: none"> <li>● 125 participants hired by the baseball team</li> <li>● Career exploration camps and career awareness</li> <li>● Piloted two session last summer</li> <li>● Pre-ETS is struggling to connect with youth right now to due to COVID-19</li> <li>● CPRF, DCF, Workforce Board - opportunity to move forward partnerships</li> <li>● Using Vermont model of service delivery for youth -</li> <li>● Common measures across programs</li> <li>● Mission is to work with individuals 16-24 year old out of school. Limited budgetary allowance for in-school youth.</li> <li>● Focusing on youth with disabilities - beyond WIOA</li> <li>● Help the youth - mentor training, become stronger leaders.</li> <li>● Focus on marketing and outreach to employers to help with hiring summer youth</li> <li>● Going into the schools -</li> </ul>

	<p>employed interrupt their daily schedule</p> <ul style="list-style-type: none"> <li>● It's a challenging piece</li> <li>● Family structure is important</li> </ul>	<p>but the message isn't getting to the parents</p> <ul style="list-style-type: none"> <li>● Reaching out to churches to help recruit</li> <li>● Camp HYPE - great opportunity to sponsor the program - allow our employees kids to take part in it. Reach out to some of the employees - saying that this program could help the kids of their employees.</li> <li>● Create videos to enhance program awareness</li> </ul>
<p><b>How do we continue to build on the outcomes of the Youth Employment Project (YEP)?</b></p> <ul style="list-style-type: none"> <li>● Improve soft skill stuff - critical component</li> <li>● Critical piece - learning to be responsible for someone else</li> <li>● Learning to call employers, learning to schedule time and be reliable.</li> <li>● Come to work, stay at work, integrate requirement in the classroom</li> <li>● Get out and work, learn those skills</li> <li>● Make more types of job opportunities available</li> <li>● Tell them straight up - what to expect from the real world</li> <li>● Students wearing suits, understanding that this is a job interview</li> <li>● Workshops are getting better - Employer stories - hiring youth - certificate and exceed expectations</li> <li>● It's good when employers are talking to the students</li> <li>● Soft Skills - just need to need show up on-time</li> <li>● Teaching appropriate dress</li> </ul>	<p><b>How do we continue to build on the outcomes of the Youth Employment Project (YEP)?</b></p> <ul style="list-style-type: none"> <li>● Keep trying to educate people on the program</li> <li>● Showing the value that comes from it</li> <li>● Finding the best recruitment strategies with high schools</li> <li>● Real healthy network</li> <li>● Social skills - no cost other than real estate</li> <li>● Highlighting milestones.</li> <li>● Seeing the success</li> <li>● Helping youth learn to get along with others</li> <li>● Showing up on time. Developing self-confidence</li> <li>● How to interact with people</li> <li>● Interact with an employer, getting some experience</li> <li>● Job-readiness - communication, many come not wanting to talk, non-threatening environment. Grow from it,</li> <li>● Financial literacy - money</li> </ul>	<p><b>How do we continue to build on the outcomes of the Youth Employment Project (YEP)?</b></p> <ul style="list-style-type: none"> <li>● Been in planning mode for the last six weeks</li> <li>● Cancelled in person workshops</li> <li>● Already moved workshops to Google Classroom</li> <li>● Creative ways to do the tour</li> <li>● Finding creative ways to do virtual tours</li> <li>● Replicating the camp hype to four sessions..</li> <li>● Public safety aspect - programs keep kids out of trouble</li> <li>● We need resources</li> <li>● Some type of marketing push needs to happen</li> <li>● See if employer will publish on social media</li> <li>● Tied in with the school district, extremely challenging when there is no school</li> <li>● TANF resources - targeting some of the local funds -</li> </ul>

<p>standards</p> <ul style="list-style-type: none"> <li>● Marketing - put something pretty simple together to take to employer and mention no cost to employers</li> <li>● Finding employer that is near where the student lives</li> <li>● Getting them to the work location is half the battle</li> <li>● Marketing to employer groups and chambers</li> <li>● Starting with the schools - finding students transitioning out of high school and getting referrals.</li> <li>● Selling all programs to an employer - expand across multiple areas.</li> <li>● Good relationships with manufacturers - run into stalemates with retail - speak with corporate and sometimes falls apart -</li> <li>● Serving younger youth</li> <li>● Value they receive from the program - some personal testimony to help promote the program</li> <li>● Social media - videos</li> <li>● Face to face connection</li> <li>● We should get some insurance professionals involved to help resolve issues of employing youth</li> <li>● Career camp opportunity - we know it's not a job. Treat it like a job. You have to apply, you have to have an interview</li> </ul>	<ul style="list-style-type: none"> <li>● What a paycheck means and how to budget?</li> <li>● Overcoming challenges that trip them up very early</li> <li>● Focusing on job-specific skills</li> <li>● Camp HYPE career and exploration for Freshman - week long class</li> <li>● Dress appropriately - put away phones</li> <li>● Videos and interviews with the companies</li> <li>● Serving more youth with this model</li> <li>● Essential videos, fast food</li> <li>● Grocery store and supply chain - many are asking them to be 18</li> <li>● Example given of food packaging for nonprofit to reinforce teamwork and have the feel of a real job as part of a different youth program</li> <li>● Better ways to partner with CTE program.</li> </ul>	
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## Topic 3 - Funding and Operations

### Presentation Slides - Topic 3

Presentation Slides		
 <p><b>Funding and Operations</b></p> <p>Strategic Planning Topic #3</p> <p><a href="mailto:www@wfaalliance.com">www@wfaalliance.com</a></p> <p><a href="http://www.wfaalliance.com">www.wfaalliance.com</a></p>	 <p><b>Welcome - Jennifer Hughes/Keith Lawing</b></p> <ul style="list-style-type: none"> <li>Defining the topic</li> </ul>	 <p><b>Background Info - Amanda and Chad</b></p> <ul style="list-style-type: none"> <li>Overview of the topic</li> <li>Background of past efforts</li> </ul>
 <p><b>Strategic Planning - Stan Odenthal</b></p> <ul style="list-style-type: none"> <li>Intro for the session</li> <li>Housekeeping items</li> <li>Live polling questions</li> <li>Planning and Doing</li> </ul>	 <p><b>Subtopic #1 Funding</b></p> <p>With the downward trend in WIOA formula dollars the local area economic, what opportunities are there to improve funding?</p> <p>Strategic, Vertical, Local, Community</p> <p>Level of Impact: (What do we have in?)</p> <p>Best Chance for Success</p> <p>Level of Difficulty</p> <p>Measurable and Trackable (How are we going to do it? How will we know?)</p>	 <p><b>Subtopic #2 Funding</b></p> <p>What is the role of workforce development in helping find and fund funding opportunities?</p> <p>Strategies and Goals</p> <p>Level of Impact</p> <p>Best Chance for Success</p> <p>Level of Difficulty</p> <p>Measurable and Trackable</p> <p>Measuring Success</p>
 <p><b>Operations - Thinking about Purpose</b></p> <p>By the Fall of 2020 South Central Kansas will be a strong workforce through collaborative initiatives to help grow and attract a competitive market.</p> <p>"A growing regional economy through a skilled and diverse workforce."</p> <p>"Improving today and tomorrow's workforce needs."</p> <p>"Supporting and advancing a competitive workforce and attracting new industries to Kansas by marketing our regional talent."</p> <p>"A model regional economy through a skilled workforce that attracts new industry."</p> <p>"A global service economy driven by a diverse workforce, right enough to meet market demands."</p> <p>"Growing a competitive workforce to attract business and employment needs."</p>	 <p><b>Subtopic #3 Operations</b></p> <p>In what areas does Workforce Alliance have the biggest room for improvement of operations?</p> <p>What have we learned from the economic crisis and what can we carry forward?</p> <p>Strategies and Goals</p> <p>Level of Impact</p> <p>Best Chance for Success</p> <p>Level of Difficulty</p> <p>Measurable and Trackable (How will we know?)</p>	 <p><b>Subtopic #4</b></p> <p>What relationships with partners need to be strengthened or established to help new things flourish with operations?</p> <p>Strategies and Goals</p> <p>Level of Impact</p> <p>Best Chance for Success</p> <p>Level of Difficulty</p> <p>Measurable and Trackable</p> <p>Measuring Success</p>
 <p><b>Next Steps and Additional Strategic Planning Sessions</b></p> <p>See 2020 Funding and Operations (Booklet)</p> <ul style="list-style-type: none"> <li>Nov 10th at 10:00am</li> <li>Nov 24th at 10:00am</li> <li>Nov 29th at 10:00am</li> </ul>		

## Poll Questions and Results - Topic 3

<b>Poll Questions and Results</b>		
<b>5/18/2020</b>	<b>5/19/2020</b>	<b>5/20/2020</b>
<p><b>Question 1: Which best describes you?</b></p> <p>Workforce Alliance Employee (4)            Local Workforce Board Member (5)            Representative of a Public Partner program            State of Kansas Employee (1)            Representative of a College or University (1)            Representative of a Local Employer (but not a board member) (1)            Other (1)</p>	<p><b>Question 1: Which best describes you?</b></p> <p>Workforce Alliance Employee (3)            Local Workforce Board Member (3)            Representative of a Public Partner program            State of Kansas Employee            Representative of a College or University            Representative of a Local Employer (but not a board member)            Other (1)</p>	<p><b>Question 1: Which best describes you?</b></p> <p>Workforce Alliance Employee (3)            Local Workforce Board Member (1)            Representative of a Public Partner program            State of Kansas Employee (2)            Representative of a College or University            Representative of a Local Employer (but not a board member) (1)            Other</p>
<p><b>How concerned are you with existing funding levels for Workforce Alliance?*</b></p> <p>Extremely Concerned (5)            Moderately Concerned (1)            Somewhere in the Middle (1)            Concerned a Little            Not Concerned at All</p>	<p><b>How concerned are you with existing funding levels for Workforce Alliance?*</b></p> <p>Extremely Concerned (1)            Moderately Concerned            Somewhere in the Middle (2)            Concerned a Little            Not Concerned at All</p>	<p><b>How concerned are you with existing funding levels for Workforce Alliance?*</b></p> <p>Extremely Concerned (2)            Moderately Concerned (2)            Somewhere in the Middle            Concerned a Little            Not Concerned at All</p>
<p><b>What are the best opportunities for Workforce Alliance to increase funding? (please choose 2)*</b></p> <p>Applying for more federal competitive grants (2)</p>	<p><b>What are the best opportunities for Workforce Alliance to increase funding? (please choose 2)*</b></p> <p>Applying for more federal competitive grants (2)</p>	<p><b>What are the best opportunities for Workforce Alliance to increase funding? (please choose 2)*</b></p> <p>Applying for more federal competitive grants (1)</p>

<p>Exploring more fee-for-service opportunities (3)</p> <p>Partnerships with colleges and universities (2)</p> <p>Funding from local charitable foundations</p> <p>Funding from national or regional foundations (2)</p> <p>Seeking new workforce funding streams from the State (1)</p> <p>Partnerships with private sector employers (1)</p> <p>Hosting more fee-based events and conferences</p> <p>Partnerships with other nonprofits, workforce areas, public agencies, or communities (3)</p> <p>Other</p>	<p>Exploring more fee-for-service opportunities (1)</p> <p>Partnerships with colleges and universities (1)</p> <p>Funding from local charitable foundations</p> <p>Funding from national or regional foundations (1)</p> <p>Seeking new workforce funding streams from the State (1)</p> <p>Partnerships with private sector employers</p> <p>Hosting more fee-based events and conferences</p> <p>Partnerships with other nonprofits, workforce areas, public agencies, or communities</p> <p>Other</p>	<p>Exploring more fee-for-service opportunities (3)</p> <p>Partnerships with colleges and universities</p> <p>Funding from local charitable foundations (1)</p> <p>Funding from national or regional foundations</p> <p>Seeking new workforce funding streams from the State</p> <p>Partnerships with private sector employers (2)</p> <p>Hosting more fee-based events and conferences</p> <p>Partnerships with other nonprofits, workforce areas, public agencies, or communities (2)</p> <p>Other</p>
<p><b>In what areas does Workforce Alliance have the biggest room for improvement of operations? (choose two)*</b></p> <p>Services to individuals looking for work (3)</p> <p>Services to employers</p> <p>Technology resources (1)</p> <p>Workshops (1)</p> <p>Connecting individuals with training options (2)</p> <p>Partnerships within the communities it serves (3)</p> <p>Partnerships with other workforce entities and nonprofits (3)</p> <p>Office Locations</p> <p>Serving youth</p> <p>Branding and marketing (1)</p>	<p><b>In what areas does Workforce Alliance have the biggest room for improvement of operations? (choose two)*</b></p> <p>Services to individuals looking for work (1)</p> <p>Services to employers</p> <p>Technology resources</p> <p>Workshops</p> <p>Connecting individuals with training options</p> <p>Partnerships within the communities it serves (1)</p> <p>Partnerships with other workforce entities and nonprofits (1)</p> <p>Office Locations (1)</p> <p>Serving youth</p> <p>Branding and marketing (2)</p>	<p><b>In what areas does Workforce Alliance have the biggest room for improvement of operations? (choose two)*</b></p> <p>Services to individuals looking for work (2)</p> <p>Services to employers</p> <p>Technology resources (1)</p> <p>Workshops</p> <p>Connecting individuals with training options</p> <p>Partnerships within the communities it serves</p> <p>Partnerships with other workforce entities and nonprofits (2)</p> <p>Office Locations</p> <p>Serving youth</p> <p>Branding and marketing (1)</p>

\* Indicates that Workforce Alliance employee answers have been removed from results

Notes, Goals, and Strategies - Topic 3

<b>Notes, Goals, Strategies</b>		
<b>5/18/2020</b>	<b>5/19/2020</b>	<b>5/20/2020</b>
<p><b>With the downward trend in WIOA formula dollars the local area receives, what opportunities are there to improve funding?</b></p> <ul style="list-style-type: none"> <li>• We are beginning a two or three year funding challenge</li> <li>• Record lows of funding with record high unemployment</li> <li>• Doing more with less</li> <li>• Workforce Development is becoming more and more critical</li> <li>• Trying to pick which services and services areas are most necessary with less resources.</li> <li>• Need for greater alignment among workforce areas</li> <li>• Need for a unified plan of attack</li> <li>• Coordinating with other programs that have more money</li> <li>• Talking to agency leaders and the Governor’s office</li> <li>• TANF funding and how Texas programs partner with each other.</li> </ul>	<p><b>With the downward trend in WIOA formula dollars the local area receives, what opportunities are there to improve funding?</b></p> <ul style="list-style-type: none"> <li>• Need to look at opportunities to go after federal grants as well as combine resources</li> <li>• Partnering with other workforce programs with additional funding</li> <li>• Talking to the county about COVID-19 funding that might be available.</li> <li>• What resources are available and what can happen politically to help us find funds?</li> <li>• Find more grants like the past registered apprenticeship grant</li> <li>•</li> </ul>	<p><b>With the downward trend in WIOA formula dollars the local area receives, what opportunities are there to improve funding?</b></p> <ul style="list-style-type: none"> <li>• Formula used is unlikely to change, need more out-of-the-box thinking</li> <li>• Partnering with the state for grant opportunities</li> <li>• Last few years have been a little slow on H-1B and STEM grants</li> <li>• Forecasting the funding needs - how are we doing?</li> <li>• Asking for a fee for certain services we provide</li> <li>• What services are of value? How would we analyze this?</li> <li>• Partnering with employers and helping them understand where their deferred cost would be.</li> <li>• Opportunities for Workforce Alliance to be a vendor/consultant on contracts.</li> <li>• We’ve had success with national foundations</li> </ul>
<p><b>What is the role of workforce board members in helping find and develop funding</b></p>	<p><b>What is the role of workforce board members in helping find and develop funding</b></p>	<p><b>What is the role of workforce board members in helping find and develop funding</b></p>

<p><b>opportunities?</b></p> <ul style="list-style-type: none"> <li>• Making the case for funding</li> <li>• Working with other workforce boards</li> <li>• Finding ways to do more with less</li> <li>• Connecting with the business community</li> <li>• Telling the story of our real need</li> <li>• Providing the data</li> <li>• Advocacy at the state and federal level</li> </ul>	<p><b>opportunities?</b></p> <ul style="list-style-type: none"> <li>• Provide connection to industry and define employer needs</li> <li>• Projecting employer needs and trends</li> <li>• Identifying skills needed</li> <li>• Pushing into new industries like automotive industries that haven't partnered much in the past</li> <li>• Participating in meeting with state leaders</li> <li>• Helping support job fairs</li> <li>• Helping target local available dollars and build local partnerships</li> </ul>	<p><b>opportunities?</b></p> <ul style="list-style-type: none"> <li>• We are doing things well</li> <li>• Finding ways to benchmark success</li> <li>• Finding partnerships in the community</li> <li>• Figuring out how to bring partners together to solve programs collaboratively</li> </ul>
<p><b>In what areas does Workforce Alliance have the biggest room for improvement of operations?</b></p> <p><b>What have we learned from the economic crisis and what can we carry forward?</b></p> <ul style="list-style-type: none"> <li>• Improving technology</li> <li>• Finding better ways to provide services in rural counties</li> <li>• Branding and marketing</li> <li>• Partnerships in communities</li> <li>• Engaging participants virtually</li> <li>• Use of social media in a genuine and authentic way</li> <li>• Improving messaging to employers</li> <li>• Youth turn into adults and will continue to use services</li> </ul>	<p><b>In what areas does Workforce Alliance have the biggest room for improvement of operations?</b></p> <p><b>What have we learned from the economic crisis and what can we carry forward?</b></p> <ul style="list-style-type: none"> <li>• Collaborating with employers</li> <li>• Branding and marketing</li> <li>• Radio spots - success of Keith getting on tv and the radio.</li> <li>• More one-on-one approach with businesses</li> <li>• Dedicating sufficient resources to both job-seekers and employers</li> <li>• Analyzing traffic at workforce centers</li> <li>• Building partnerships with communities and city councils</li> </ul>	<p><b>In what areas does Workforce Alliance have the biggest room for improvement of operations?</b></p> <p><b>What have we learned from the economic crisis and what can we carry forward?</b></p> <ul style="list-style-type: none"> <li>• Continuing to build the youth program and make it better</li> <li>• Find solutions with partners</li> <li>• Developing workshops that set us apart - example of Disrupt HR workshop</li> <li>• Being a one-stop solution for employers</li> <li>• Connecting with higher-skilled job seekers too</li> <li>• Workforce marketing through press releases, education connections, and social media.</li> <li>• Continue to make in-roads with local media</li> <li>• The Wichita Business Journal has been very valuable</li> </ul>





Local Area Committees  
 The Workforce Alliance is committed to providing a consistent and comprehensive set of services to all local areas. To ensure that all local areas have access to the same level of support, the Workforce Alliance has established a set of standards for local area committees. These standards are designed to ensure that all local areas have a consistent structure and are able to effectively manage their local area committees.

### Kansas Local Area Committees

Local Area	Committees, Workgroups, Task Forces	Full	Executive	CSOB
Area 1 - Kansas Wichita, KS	Executive Committee Planning/Operations Committee Youth Committee	Yes	Yes	Yes
Area 2 - Northeast Kansas Pottawatomie, Shawnee, etc.	Executive Committee Youth Committee	Yes	Yes	Yes
Area 3 - Southeast Kansas Wichita, KS	Executive Committee Youth Committee	Yes	Yes	Yes
Area 4 - Northeast Kansas Wichita, KS	Executive Committee Youth Committee	Yes	Yes	Yes
Area 5 - Southeast Kansas Wichita, KS	Executive Committee Youth Committee	Yes	Yes	Yes

### Nebraska Local Area Committees

Local Area	Committees, Workgroups, Task Forces	Full	Executive	CSOB
Stevens County Nebraska Development Board	Executive Committee Youth Committee Workgroup: Planning Committee	Yes	Yes	No (Majority of Council is CSOB)
Stevens County Nebraska Development Board	Executive Committee Youth Committee Workgroup: Planning Committee	Yes	Yes	No (Majority of Council is CSOB)
Stevens County Nebraska Development Board	Executive Committee Youth Committee Workgroup: Planning Committee	Yes	Yes	No (Majority of Council is CSOB)

### Arkansas Local Area Committees

Local Area	Committees, Workgroups, Task Forces	Full	Executive	CSOB
Central Arkansas Workforce Development Board	Executive Committee Planning Committee Youth Committee	Yes	Yes	Yes
City of Little Rock	Executive Committee Youth Committee Workgroup: Planning Committee	Yes	Yes	No (Mayor is CSOB)
Arkansas Development Board of Arkansas Counties	Executive Committee Youth Committee Workgroup: Planning Committee	Yes	Yes	Yes (CSOB majority and majority)
Arkansas Development Board of Arkansas Counties	Executive Committee Youth Committee Workgroup: Planning Committee	Yes	Yes	Yes (CSOB majority and majority)
Arkansas Development Board of Arkansas Counties	Executive Committee Youth Committee Workgroup: Planning Committee	Yes	Yes	Yes (CSOB majority and majority)

### Arkansas Local Area Committees (continued)

Local Area	Committees, Workgroups, Task Forces	Full	Executive	CSOB
Arkansas Development Board of Arkansas Counties	Executive Committee Youth Committee Workgroup: Planning Committee	Yes	Yes	Yes (CSOB majority and majority)
Arkansas Development Board of Arkansas Counties	Executive Committee Youth Committee Workgroup: Planning Committee	Yes	Yes	Yes (CSOB majority and majority)
Arkansas Development Board of Arkansas Counties	Executive Committee Youth Committee Workgroup: Planning Committee	Yes	Yes	Yes (CSOB majority and majority)
Arkansas Development Board of Arkansas Counties	Executive Committee Youth Committee Workgroup: Planning Committee	Yes	Yes	Yes (CSOB majority and majority)

### Oklahoma Local Area Committees

Local Area	Committees, Workgroups, Task Forces	Full	Executive	CSOB
Adair County Oklahoma Development Board	Executive Committee Youth Committee Workgroup: Planning Committee	Yes	Yes	Yes (CSOB majority and majority)
Adair County Oklahoma Development Board	Executive Committee Youth Committee Workgroup: Planning Committee	Yes	Yes	Yes (CSOB majority and majority)
Adair County Oklahoma Development Board	Executive Committee Youth Committee Workgroup: Planning Committee	Yes	Yes	Yes (CSOB majority and majority)

### Colorado Local Area Committees

Local Area	Committees, Workgroups, Task Forces	Full	Executive	CSOB
Adair County Oklahoma Development Board	Executive Committee Youth Committee Workgroup: Planning Committee	Yes	Yes	Yes (CSOB majority and majority)
Adair County Oklahoma Development Board	Executive Committee Youth Committee Workgroup: Planning Committee	Yes	Yes	Yes (CSOB majority and majority)
Adair County Oklahoma Development Board	Executive Committee Youth Committee Workgroup: Planning Committee	Yes	Yes	Yes (CSOB majority and majority)

### Colorado Local Area Committees (continued)

Local Area	Committees, Workgroups, Task Forces	Full	Executive	CSOB
Adair County Oklahoma Development Board	Executive Committee Youth Committee Workgroup: Planning Committee	Yes	Yes	Yes (CSOB majority and majority)
Adair County Oklahoma Development Board	Executive Committee Youth Committee Workgroup: Planning Committee	Yes	Yes	Yes (CSOB majority and majority)
Adair County Oklahoma Development Board	Executive Committee Youth Committee Workgroup: Planning Committee	Yes	Yes	Yes (CSOB majority and majority)

### Missouri Local Area Committees (page 1)

Local Area	Committees, Workgroups, Task Forces	Full	Executive	CSOB
Adair County Oklahoma Development Board	Executive Committee Youth Committee Workgroup: Planning Committee	Yes	Yes	Yes (CSOB majority and majority)
Adair County Oklahoma Development Board	Executive Committee Youth Committee Workgroup: Planning Committee	Yes	Yes	Yes (CSOB majority and majority)
Adair County Oklahoma Development Board	Executive Committee Youth Committee Workgroup: Planning Committee	Yes	Yes	Yes (CSOB majority and majority)

### Missouri Local Area Committees (page 2)

Local Area	Committees, Workgroups, Task Forces	Full	Executive	CSOB
Adair County Oklahoma Development Board	Executive Committee Youth Committee Workgroup: Planning Committee	Yes	Yes	Yes (CSOB majority and majority)
Adair County Oklahoma Development Board	Executive Committee Youth Committee Workgroup: Planning Committee	Yes	Yes	Yes (CSOB majority and majority)
Adair County Oklahoma Development Board	Executive Committee Youth Committee Workgroup: Planning Committee	Yes	Yes	Yes (CSOB majority and majority)

### Missouri Local Area Committees (page 3)

Local Area	Committees, Workgroups, Task Forces	Full	Executive	CSOB
Adair County Oklahoma Development Board	Executive Committee Youth Committee Workgroup: Planning Committee	Yes	Yes	Yes (CSOB majority and majority)
Adair County Oklahoma Development Board	Executive Committee Youth Committee Workgroup: Planning Committee	Yes	Yes	Yes (CSOB majority and majority)
Adair County Oklahoma Development Board	Executive Committee Youth Committee Workgroup: Planning Committee	Yes	Yes	Yes (CSOB majority and majority)

### Opportunities to improve existing committee structure













- What opportunities exist to improve the structure of existing committees?
- How can we ensure that all local areas have access to the same level of support?
- How can we ensure that all local areas have a consistent structure?
- How can we ensure that all local areas have the same level of support?

### Next Steps and Additional Strategic Planning Sessions

- Supporting resources related to defining and implementing a strategic plan.
- Additional resources related to defining and implementing a strategic plan.
- Additional resources related to defining and implementing a strategic plan.

## Topic 5 - Finalizing Goals, Tactics, and Milestones

### Presentation Slides - Topic 5

Presentation Slides		
		
		
		
		



## Board Member and Partner Participation and Attendance

Local Board Member CEOB Member Partner Representative	Planning for the Future During this Economic Crisis			The Youth Program and Youth Employment Project			Funding and Operations			Local Board Committee Structures		Finishing Goals, Tactics, and Milestones		
	4/27	4/28	4/29	5/4	5/5	5/6	5/18	5/19	5/20	7/23		8/12	8/18	8/19
Jennifer Anderson														
Rod Blackburn														
Pete Bodyk														
Aletra Chaney-Profit														
Dustin Costello														
Stacy Davis														
Daniel Decker														
Kerri Falletti														
Tina Grillot														
Jan Grace														
Laura Hands														
Jim Howell														
Jennifer Hughes														
Kathy Jewett														
Pat Jonas														
Russell Kennedy														
Jessica Kilpatric														

Mike Kriwiel		█		█									
Kim Krull	█			█								█	
Jill Kuehny						█							
Kristina Langrehr		█		█			█					█	
Jeff Longwell							█		█				
Samantha Meeds								█					
Alexander Munoz											█		
Melissa Musgrave											█		
Tony Naylor							█						█
Matt Peterson													█
Gary Plummer												█	
Erica Ramos			█			█						█	
Luis Rodriguez		█											█
Suzanne Scott											█		
Gabe Schlickau				█		█		█		█			
Katie Stunkel				█									
Greg Thompson				█					█				
Sheree Utash									█				
Amy Williams	█			█		█							

## About the Strategic Planning Facilitator



**THE ODENTHAL GROUP. LLC**

***Strategy, Talent, and Technology Solutions for Workforce and Economic Development***

**Website:** [www.odenthalgroup.com](http://www.odenthalgroup.com)

**Email:** [stan@odenthalgroup.com](mailto:stan@odenthalgroup.com)

The Odenthal Group is building talent solutions to enhance how workforce development and economic development activities are implemented at the local, state, and national level. We offer strategic planning services, program evaluation, technical writing, and customized training programs for local workforce boards and economic development groups.

The Odenthal Group was formed in July 2019 by Stan Odenthal. Stan has over a decade of state government experience, including previously holding two executive-level positions with state government agencies. Prior to starting the Odenthal Group, Stan was the Director of the Office of Employment and Training with the Nebraska Department of Labor. He was also previously the Executive Director for the Nebraska Equal Opportunity Commission.



Stan Odenthal

Stan has extensive experience in bringing together and skillfully facilitating collaborative projects amongst multiple stakeholders, including government agencies, secondary schools, institutions of higher education, local governments, chambers of commerce, and individual businesses for a common purpose to move things forward. Stan holds a J.D. from the University of Nebraska College of Law, an M.A. in Political Science from the University of Nebraska Lincoln and a B.A. in History and Political Science from Weber State University.



The Odenthal Group has a team of partnering consultants with extensive experience and high level knowledge in the areas of workforce development, education, information technology, and economic development. Additionally, the Odenthal Group owns and operates workforceKO ([www.workforceKO.com](http://www.workforceKO.com)), a website which offers on-demand classes, and connects workforce and economic development groups with the resources, news, and training tools they need to have a bigger impact in the work they do on a daily basis.



## Complete Mind Map from Topic 5

