



Strategic Plan

PY 2016 Operational Objectives



Strategic Plan 5.4.16

The Local Plan addresses strategic goals for Program Year 2016 (PY 16) July 1, 2016 – June 30, 2017 in Section 2.2. The L/S WIB adopts the following goals as a base for a Strategic Plan as we transition into the Workforce Innovation and Opportunity Act (WIOA).

The L/S WIB's vision and goals aligns with the Governor's vision of the commonwealth's workforce development plan.

The L/S WIB vision: Luzerne/Schuylkill Counties have a world-class competitive workforce.

The L/S WIB mission: To ensure a demand-driven, world-class workforce system aligned with economic development and education.

The commonwealth's goals are:

1. Establish Career Pathways
2. Invest in Talent and Skills for Targeted Industries in Partnership with Employers and Education
3. Increase Work-Based Learning Opportunities for Youth
4. Engage Employers – Strengthen the Connection of Education and Training and Economy, Invest in Critical Skills and Jobs that Pay
5. Strengthen Data Sharing and Use Data More Effectively

The L/S WIB's strategic goals align with the Governor's five broad goals in driving workforce development strategies.

1. Develop career pathways for skill, credential and degree achievement and provide individuals in the region, including those with barriers to employment, opportunities to obtain a job that pays a self-sustaining wage.
 - Promote a variety of career pathways that provide direction to individuals in the region seeking employment and to those looking to advance their careers;
 - Promote opportunities for employment in industry sectors in the region that provide viable wages for self-sustainability;
2. Increase public-private investment in the region's diverse skill sets of workers and in incumbent workers for targeted industry sectors from entry-level skills to middle skills through Industry Partnerships, WEDnetPA, and other sector strategies and funding streams that support the workforce initiatives.
 - Promote our commitment with regional industry partnerships and apprenticeship programs. These initiatives involve employers in the conversation in addressing their business needs and the necessity for up-skilling incumbent workers which opens up entry-level and middle level employment opportunities;
 - Increase outreach to employers in the region to utilize PA CareerLink® services;

3. Develop opportunities for youth to participate in work based learning through summer and year round employment opportunities, pre-apprenticeship, apprenticeship, internships and other similar experiences.
 - Promote work based learning and internships for youth. These experiences shall be provided through summer and year-round work exposure;
 - Develop the youth pipeline in the promotion of the YES Program in schools and the YES workshops to GED students;
4. Involve employers through a variety of workforce partnerships to elicit their knowledge and expertise to improve connections and response time of workforce programs to fulfill their labor market needs, enhance critical skills development through public-private investment, and encourage employment practices that support jobs that pay.
 - Engage employers in discussions in regard to their respective needs such as enhancing skills of job seekers and support jobs that provide self-sustaining and family sustaining wages. Develop relationships with the Office of Apprenticeship and employers to improve pre-apprentice and apprenticeship opportunities;
5. Utilize the developed relationships among state agencies and workforce development partners to understand and evaluate education and employment outcomes and rely more effectively on data to improve and target our programs.
 - Continue to evaluate training programs and employment outcomes through the utilization of a variety of data sources including CWIA, EMSI and the Bureau of Labor Statistics.