

LOCAL WORKFORCE DEVELOPMENT
CENTRAL REGION
SWOT ANALYSIS FOLLOW-UP

WIOA Partner's Meeting
Fall 2019

SWOT ANALYSIS

Strengths	Weaknesses
<ol style="list-style-type: none">1. Location with abundant industry2. Business Service Team2. Experience & Diverse background of team members	<ol style="list-style-type: none">1. Public perception of Workforce Centers and Service Providers2. Difficulty reaching hard to serve populations3. Lack of diverse partners in the Workforce Centers
Opportunities	Threats
<ol style="list-style-type: none">1. Partnering with emerging industries2. Potential for Apprenticeships	<ol style="list-style-type: none">1. Lack of funding2. Reduction of partner resources and ability to share resources

ACTION PLAN: GOAL/EXPECTED OUTCOME

- Increase public awareness of the purpose of the workforce centers, and the opportunities available to job seekers as well as employers
- To reach more individuals that qualify, or eventually may qualify, for services. To get more individual traffic in the workforce center to better serve the area, including those individuals who are fall within the “hard to serve” category
- CAWDB, CAPDD, ADWS, Adult Ed, DSB, ARS, school districts, ADE, AEDC, local industries, school districts, higher education, AHDC

ACTION PLAN

Steps	Responsible Partner(s)	Timeline	Obstacle(s)
Improve outreach to the public to reach hard-to-serve & to change perception	All Partners	1 year	Finding effective, efficient message techniques.
Improve collaboration among the Partners, and try to improve co-location	All partners	ongoing	Limited resources

LOCAL WORKFORCE DEVELOPMENT
<*EASTERN*> REGION
SWOT ANALYSIS FOLLOW-UP

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Fall 2019

SWOT ANALYSIS

Strengths	Weaknesses
<p>1. Based on experience within the region (Crittenden, Cross, Lee, Phillips, St. Francis) we have developed a strong working relationship with job seekers, business and industry, educational and community leaders.</p> <p>2. We are also moving towards a regional 5 county work ready communities' certification with 2 out of the 5 counties certified.</p>	<p>1. Challenges are lack of public transportation, lack of an educated and trained workforce, lack of a developed business services team.</p> <p>2. Getting 3 counties work ready communities certified.</p>

SWOT ANALYSIS

Opportunities	Threats
<p>1. The region is experiencing growth in the hospitality and healthcare sectors.</p> <p>2. Another opportunity in the region is for the 5 counties to be work ready community certified attracting more business and industry and in turn developing economic growth.</p>	<p>1. A threat that could prevent the region from meeting goals would be not having certified work ready communities to produce an educated and trained workforce.</p> <p>2. A threat could also be not having a developed and effective business services team to ensure our business and industry gain qualified employees.</p>

ACTION PLAN: GOAL/EXPECTED OUTCOME

- The goal is to have our region work ready community certified within 6 months.
- ACT Work Ready Community Certification allows an area to demonstrate they have a skilled workforce that is valued by local employers. The area also benefits by linking education and workforce development, achieving alignment to economic development, and matching people to jobs.
- Arkansas Workforce Center Partners, Economic Development, Chamber of Commerce, Business and Industry and K12 and Post-Secondary Education

ACTION PLAN

Steps	Responsible Partner(s)	Timeline	Obstacle(s)	Outcome
Meeting emerging goals county goals	K12 and Post Secondary Education/Economic Development	Ongoing	Convincing the schools the benefits of student testing and a timeframe to test	Identifying proficiency in workplace skills which will lead to or assist in becoming a certified work ready region
Business Outreach	One Stop Operator/ Chamber of Commerce/ Economic Development/Arkansas as Workforce Center/Business Services Team	Ongoing	Getting the buy-in from the employer	Recognizing the ACT NCRC and having a more qualified workforce to fill their jobs

ACTION PLAN

Steps	Responsible Partner(s)	Timeline	Obstacle(s)	Outcome
Certifying and Maintaining Work Ready Community Status	All Partners	Ongoing	Meeting goals required within the deadline	Keeping the flow of supply and demand in sync
Partner Meetings	Arkansas Workforce Center Partners	Ongoing	Participation and understanding the benefits of the NCRC for the job seeker	Sharing methodology for establishing county and regional goals
WDBEA Board/CEO Meetings	One Stop Operator	Quarterly	Getting the buy-in from county leaders and city officials	Delivering regional status/updates regarding WRC certification

ACTION PLAN

Steps	Responsible Partner(s)	Timeline	Obstacle(s)	Outcome
Engaging with ACT State Organization	One Stop Operator	Ongoing	Educating job seekers the NCRC is nationally recognized and is an excellent added credential	Working to help people achieve education and workplace success
Business Services ACT Orientation	Business Services Team Members	Ongoing	Partner Participation	Understanding what skills are required by employers to understand the needs of business and industry promoting the ACT NCRC

ACTION PLAN

Steps	Responsible Partner(s)	Timeline	Obstacle(s)	Outcome
Job Seekers	Arkansas Workforce Center Partners	Ongoing	Job Seekers not having skills based on employer's needs	Matching individuals to jobs based on skill level by achieving the NCRC
Media Recognition	One Stop Partner Operator	Ongoing	Media understanding the importance of all partners working collectively to achieve the goal of becoming WRC certified	Promoting regional success acquired by all partners

LOCAL WORKFORCE DEVELOPMENT
NORTH CENTRAL REGION
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SWOT ANALYSIS

Strengths	Weaknesses
<ul style="list-style-type: none">1. Communication Between Partners2. Participation from Partners	<ul style="list-style-type: none">1. Opportunities for Businesses2. Participants who are “ready” for work
Opportunities	Threats
<ul style="list-style-type: none">1. Partners Being Invited to Staff Meetings2. Being At the Businesses HR Meetings	<ul style="list-style-type: none">1. Not gathering an accurate assessment of what we can do for each other2. Not having a detailed list of services we can offer to Businesses

ACTION PLAN: GOAL/EXPECTED OUTCOME

- Our goal is to have a Business Services luncheon. Any person that brings their business cards will get a free lunch. This will give the partners the opportunity to network with the local businesses.
- We believe this is important because it will allow the partners to build relationships with a diverse group of businesses in a comfortable and relaxed environment.
- Partners: North Central WIOA, Batesville/Searcy/Newport Workforce Centers, Arkansas Rehab, Division of Services for the Blind, Ozarka/UACCB/ASUB Adult Ed
- Industry/Businesses to Partner with: Main Attire Boutique, Bad Boy Mowers, Intimidator, White River Area Agency on Aging, First Community Bank, Goodwill of Batesville, Lion Transport, LLC etc.

ACTION PLAN

Steps	Responsible Partner(s)	Timeline	Obstacle(s)
Meet with all partners to discuss goals	ALL core partners	Completed	Everyone has busy schedules
Ask local businesses to partner with us	ALL core partners	List Compiled by September 27 th 2019	Finding the right person within the Business to talk with
Gather supplies/venue	ALL core partners	October 14 th 2019	Time

LOCAL WORKFORCE DEVELOPMENT
<*NORTHEAST ARKANSAS*> REGION
SWOT ANALYSIS FOLLOW-UP

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Fall 2019

SWOT ANALYSIS

Strengths	Weaknesses
<ol style="list-style-type: none">1. Communication among partners2. Diverse Economy/Multiple Industries3. High Rated P-16 Education	<ol style="list-style-type: none">1. Rural area with limited public transportation and limited high speed internet.2. Low Unemployment but job availability.
Opportunities	Threats
<ol style="list-style-type: none">1. Utilize special populations (such as ex-offenders) to develop more skilled workers.2. Coordinating/Co-enrollment with partners to address skill level gap.	<ol style="list-style-type: none">1. Lack of labor may lead to industry relocation out of area.2. Decreased fed/state funding

ACTION PLAN: GOAL/EXPECTED OUTCOME

- Focus on in demand training of special populations to develop additional skilled labor for current and future industry.
- It will maximize benefits by training the participant to obtain a self sustaining job, provide the employer with additional skilled workforce, and free up currently utilized resources for additional individuals in the community.
- Adult Ed, ARS, DSB, DWS, WIOA Title I Services, 2 & 4 year State Colleges, Chambers of Commerce, etc.

ACTION PLAN

Steps	Responsible Partner(s)	Timeline	Obstacle(s)
Develop Strategies for Goal Implementation	All Partners	Regional Partner Meeting 09-11-19 & Business Sector Workshop 09-17-19	Limited Resources, Limited Time
Input from Business Sector	Chambers Commerce	February 28, 2020	Response from Business & Development of Survey

LOCAL WORKFORCE DEVELOPMENT
NORTHWEST REGION
SWOT ANALYSIS FOLLOW-UP

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SWOT ANALYSIS

Strengths	Weaknesses
Education – 6 colleges, 5 Adult Ed, 4 Literacy Councils Economic Growth Tourism Strong Workforce Economic impact of Agriculture Population Growth Real Estate Boom/Construction	Transportation – throughout the region Housing Isolated from other areas in the State Diverse region (employment/opportunities) Communication Lack of Broadband
Opportunities	Threats
Opportunities for job training Apprenticeship (promote to employers/employees) Work with homeless population Work with re-entry	Funding Not being able to provide the workforce needed (loose employers) State restructuring (unknown)

ACTION PLAN: GOAL/EXPECTED OUTCOME

- We will hold our 2nd Northwest Joint Partners meeting including all 9 counties. The focus on the meeting will be on transportation options in Northwest. We will invite Ozark Regional Transportation and North Arkansas Transportation Services to share their resources. We will also highlight 2 agencies. Those agencies will share specifics to their programs including eligibility.
- Transportation is an issue throughout our entire area. Understanding current options of transportation will help define where the greatest weaknesses are. Understanding our Partners and the specifics of each program will help each of us make sure we provide all available assistance to our participants
- Adult Education, Services for the Blind, Title 1, DWS, Rehabilitation Services, North Arkansas College, ASU Mountain Home, NWACC, Ozark Regional Transportation and North Arkansas Transportation Services.

ACTION PLAN

Steps	Responsible Partner(s)	Timeline	Obstacle(s)
Northwest Partners Meeting	Patty Methvin	Early 2020	Finding a date that will include the most participation.
Identify transportation opportunities. Identify weak areas	NW Partners	Early 2020	Getting complete information.
Highlight Partner organizations	NW Partner	Early 2020	None



SOUTH EAST ARKANSAS

WORKFORCE DEVELOPMENT AREA

SWOT ANALYSIS FOLLOW-UP

WIOA Partner's Meeting
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Strengths

1. Collaboration
2. Open & Optimistic

Opportunities

1. Workforce Initiatives
2. Apprenticeship Models

Weaknesses

1. Transportation
2. Housing

Threats

1. Declining Population
2. Negative Perceptions



ACTION PLAN: GOAL/EXPECTED OUTCOME



GOAL: SE PLANS TO FOCUS ON STRONGER OUTREACH EFFORTS.

HOST 2-3 PARTNER RESOURCE FAIRS

OUTCOME: INCREASED ENROLLMENTS/IMPACTED LIVES



WE EXIST TO PROTECT & SERVE



WIOA 4 CORE CAREER PATHWAYS
AHDC
DHS
GOVERNMENT BUSINESS/INDUS TRY



ACTION PLAN

Steps	Responsible Partner(s)	Timeline	Obstacle(s)
Local Partners Meeting	All Partners	September 30	None
1 ST Resource Fair	All Partners	October 31	None
Plan Community Meetings	All Partners	Nov '19- March '20	None



LOCAL WORKFORCE DEVELOPMENT
WESTERN REGION
SWOT ANALYSIS FOLLOW-UP

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SWOT ANALYSIS

Strengths	Weaknesses
<p>1. Regional partners passion to improve delivery system.</p> <p>2. CEO's vested in delivery system.</p>	<p>1. Programming typically following traditional directions of past.</p> <p>2. Still disconnect between private & public sectors.</p>
Opportunities	Threats
<p>1. Good time for private/public sectors to work together.</p> <p>2. Funding challenges encourage sharing resources.</p>	<p>1. Political decisions & policies threaten funding.</p> <p>2. Societal lack of understanding of workforce needs challenge funding.</p>

ACTION PLAN: GOAL/EXPECTED OUTCOME

- Increase Partner collaborative projects of the delivery system illustrated by more partners with co-enrollment numbers.
- This will allow greater outreach and connection to more citizens in the region. This will also provide a greater potential to show each community the value of the regional delivery system.
- This will require all of the identified partners in the Western region with the intent to include more Community Based Organizations to connect to clients and business. The focus will continue to be advanced manufacturing and medical with the opportunity to expand sectors based on feedback.

ACTION PLAN

Steps	Responsible Partner(s)	Timeline	Obstacle(s)
Partner collaboration as projects are in planning stage.	WAPDD, Adult Education (all), all DWS departments, Apprenticeship, Industry	Now – January	More private sector participation. Scheduling of planning through execution.
Improve communications	All partner programs, OSO	January	Distance and time requirements of routine missions of each partner.
Coordinate and share missions of each partner to more closely align.	All regional partners, OSO, State directors to assist local offices	January	Communications between partners and between State offices.