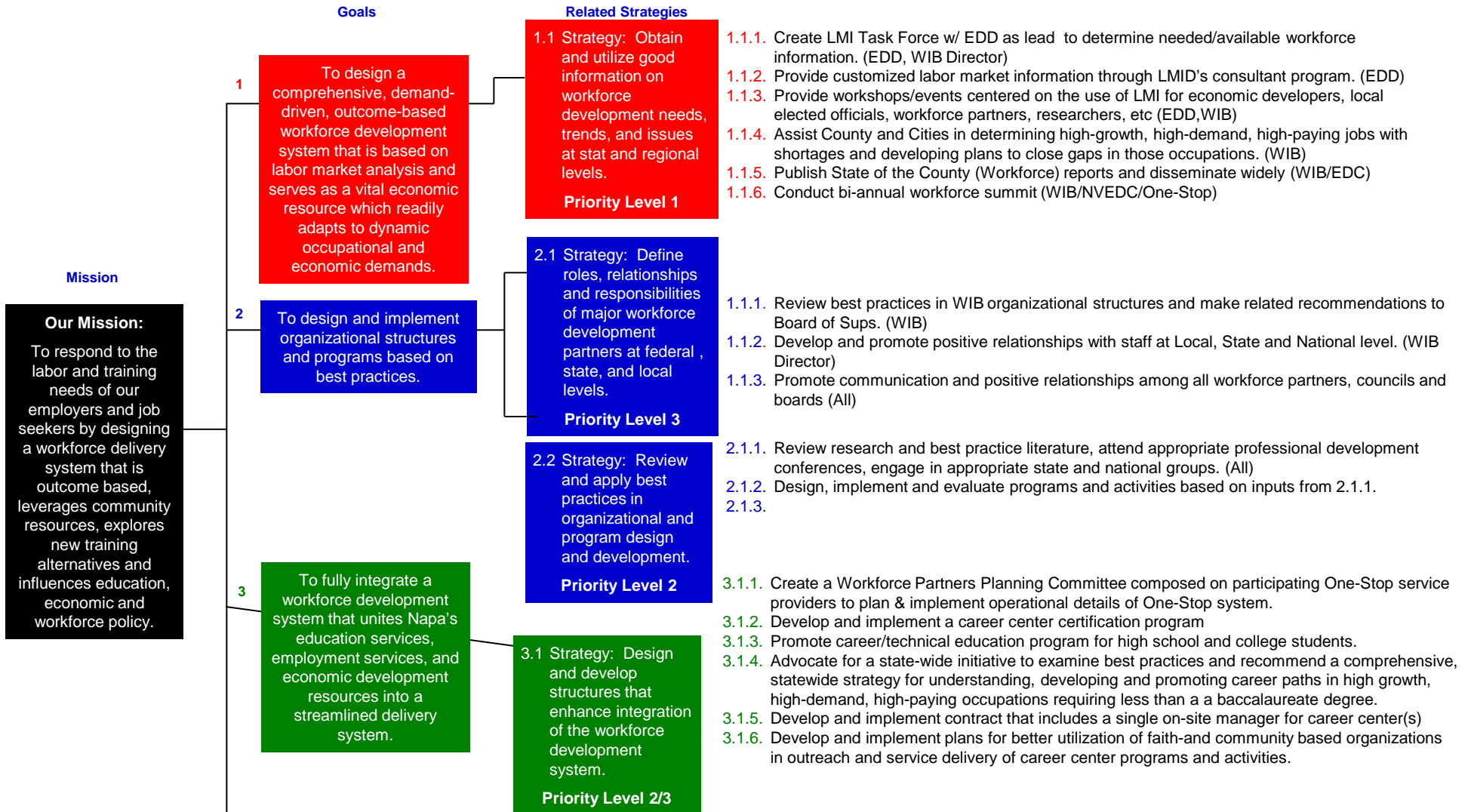


Napa County Workforce Development System Strategic Initiative's

Initiatives (Lead Agencies)



Our Vision:
A strong economy in which employers have an ample supply of skilled labor resources and residents have access to an abundance of quality jobs.

- Our Tools:**
- Influence
 - Funding
 - Access to Data
 - Legislation (WIA)
 - Established Local Partnerships
 - Grant Vehicle (WIB/NBEC)
 - Breadth of Social Services
 - Business Connections
 - Board of Supervisors as Partner

ABBREVIATIONS:

WIA *Workforce Investment Act*
 WIB *Workforce Investment Board*
 LMI *Labor Market Information*
 LMID *Labor Market Information Division*
 EDD *Employment Development Dept.*

Goals (continued)

Related Strategies (continued)

4

To become a recognized leader and partner in economic development by providing employers with valuable services which enhance their opportunities for growth and by providing job seekers with education, training, and related services which enhance their employability.

4.1 Strategy: Develop and implement programs for workers in distress.
Priority Level 1/2

4.2 Strategy: Develop and implement programs to enhance competitiveness of employers and promote economic development.
Priority 1/2

4.3 Strategy: Secure appropriate external funding.
Priority Level 1

4.4 Strategy: Maintain accountability.
Priority Level 3

4.5 Strategy: Implement Collaborative Decision Making Principles and Simplify processes.
Priority Level 3

5

To become a body of influence through the establishment of a comprehensive and targeted marketing plan which communicates the enhanced services that the Workforce Development System provides the county's employers and employees.

5.1 Strategy: Market workforce programs, activities and outcomes to appropriate audiences.
Priority Level 3

- 4.1.1. Implement ongoing Dislocated Worker program in compliance with DOL & EDD guidelines
- 4.1.2. Design a well articulated Rapid Response Team to quickly provide assistance to workers affected by closings/layoffs.
- 4.1.3. Implement ongoing employment services and unemployment insurance through WIA Adult & Dislocated Worker funds and Wagner Peysers funds
- 4.1.4. Influence/implement CalWORKS work first training programs.
- 4.1.5. Develop special sector based initiatives for county's economic engines and clusters of opportunity
- 4.1.6. Consider a plan for workers in distress as a result of natural disasters.
- 4.2.1. Work with industry sectors to strengthen and expand Incumbent Worker Training Program for Napa employers
- 4.2.2. Implement a Business and Industry Training program (Possibly work with Chambers/Employer Advisory Council)
- 4.2.3. Implement/support ongoing career technical education for k12 and college.
- 4.2.4. Develop and expand programs to recruit, screen and train employees for businesses and industries.
- 4.2.5. Continue and strengthen the North Bay Employment Connection Partnership (NBEC) to learn best practices, leverage resources of sister counties, and obtain regional grant funding in order to better meet documented needs of regional industry clusters.
- 4.2.6. Develop and implement an Employer Advancement and Retention Network in order to design and broker effective employer services that might increase business health and decrease chances of a layoff event.
- 4.2.7. Seek industry certification of postsecondary technical programs as well as K12 ROP programs
- 4.2.8. Implement a "work readiness" certificate program in order to respond to the call for workers with soft & hard skills.
- 4.2.9. Convene a multi-leader community task force on the Workforce Integration of New Immigrants to research the nature and extent of the issue; study best practices; and make recommendations to leverage untapped WF.
- 4.2.10. Convene a Task Force on Retention, Re-entry, and Integration of Senior Citizens into the Workforce to research nature and extent of the issue; study best practices; and make recommendations for more effective retention and re-engagement of this untapped labor source.
- 4.2.11. Research and possibly acquire the Work Keys Employee Assessment and Screening tool.
- 4.3.1. Develop and fund a well articulated grant seeking and writing activity in order to monitor external funding opportunities and develop proposals. (i.e. Contract with Glen Price & Associates)
- 4.4.1. Maintain or exceed all performance measures as established by the Workforce Investment Act
- 4.4.2. Compare common performance measures to other State Workforce Investment Areas.
- 4.4.3. Expend all funds in compliance with legal, ethical, fiscal and programmatic requirements.
- 4.5.1. Convene a Workforce Partners Planning Committee, composed of co-located partners. All One-Stop decisions to be made collaboratively and by consensus. Committee will be facilitated by the NCWIB Executive Director.
- 4.5.2. Through the Workforce Partners Planning Committee assure the review of system processes/procedures to ensure simplicity and user friendliness to the greatest extent possible.
- 5.1.1. Implement approved marketing plan designed by the WIB Marketing & Communications Committee
- 5.1.2. Develop and advertise a web-based Directory of services (Utilize HelpLink 211 to the fullest extent)
- 5.1.3. Research and possibly acquire an automated eligibility screening tool for all workforce partner programs

