

GOALS

INITIATIVES/ACTION STEPS (Lead Agencies)

VISION STATEMENT
The vision of the Lee County Workforce Planning Council is to develop a comprehensive, integrated workforce development system which creates a skilled, diverse, motivated, adaptable workforce that better meets the needs of employers and leads to a better quality of life for our citizens.

MISSION STATEMENT
The mission of the Lee County Workforce Planning Council is to develop strategic partnerships which educate and train our workers to better meet employer needs and foster economic growth in a global marketplace.

- GUIDING PRINCIPLES**
- Meaningful Partnerships
 - Visionary Leadership
 - Customer Focus
 - Excellence
 - Focus on the Future
 - Respect, Responsibility
 - Management-by-Fact Accountability

Abbreviations

AU	Auburn University
ATC	Auburn Training Connection
ATN	Alabama Technology Network
Chmura	Chmura & Associates (economists)
LEA	Local Education Agencies
SHRM	Society of Human Resource Management

- To develop effective strategic partnerships among business, education, training, economic development, government, and faith- and community-based organizations.**
- To understand market demands better and to be more flexible in adapting to them through innovative approaches.**
- To deliver customized education and training programs to better meet market demands.**
- To fully integrate and improve a Workforce Development System that unites all resources into a streamlined delivery system for the employees and employers in our region.**
- To identify and seek internal and external resources to implement plans developed in pursuit of goals 1-4 above.**

- Formulate and adopt roles, relationships, and responsibilities of the various major partners in the overall Lee County Workforce Development Initiative (e.g. City government, Chambers, community colleges, LEA's, economic development entities, all)
 - Adopt and existing entity or develop a new council to provide for leadership, oversight, monitoring, evaluation, and continuation of the Initiative. (Chambers, City governments, all)
 - Interact effectively with I-85, Region 8, Chattahoochee Valley, Auburn Training Connection, Alabama Technology Network, Manufacturers Association of Lee County, SHRM, and other relevant groups.
 - Involve community and faith-based organizations including Greater Peace and Women's Job Corps of Lee County in workforce development activities to a greater extent. (All)
 - Conduct a series of best practices workshops on retaining and recruiting mature workers. (AARP, Chambers, businesses)
 - Interact effectively with the Rural Action Commission and Cooperative Extension Service in development and delivery of workforce programs and activities. (All)
 - Ensure a small business presence on all relevant activities. (Chambers, all)
 - Create a web-based tool to ascertain and share best practices on relevant issues. (Chambers, all)
- Review available labor market information from Department of Industrial Relations. (Chamber)
 - Build out Jobs EQ and Compass information. (Chmura)
 - Present Jobs EQ and Compass information overview to Council. (Chmura)
 - Designate at least 2 leaders for EQ/Compass analysis. (Chmura)
 - Provide professional development in use of EQ/Compass. (Chmura)
 - Designate LMI group to further analyze compare information. (Council)
 - Add information from major economic development projects. (Chamber, Chmura)
 - Determine 50 most critical occupations. (LMI group, Chmura)
 - Determine supply-demand alignment for critical occupations – 3 and 5 years out. (LMI group, Chmura)
 - Develop action steps to close gaps where deemed possible and appropriate. (Task Forces, Council in other initiatives)
 - Review and establish benchmarks for Jobs Compass.
 - Constantly update and analyze changing information. (LMI group, Chmura)
 - Periodically evaluate progress toward improving Compass indices.
 - To fully implement recommendations of current task force to improve K-12 responsiveness to business and industry. (K-12, business leaders, Chambers, all)
- Implement a comprehensive, integrated Career Readiness Certificate System involving all education, training, and business partners. (State, K-12, OWD, Career Center, All Partners)
 - To fully implement and expand the Industrial Maintenance Technician Apprenticeship Program. (ATC, business)
 - To increase GED recipients by 10% over previous year. (Adult Education, Career Center, Greater Peace, Christian Women's Job Corps)
 - Adopt and implement a sector approach to ATN business assistance highlighting at least one sector in 2007. (AU, ATN, business)
 - To fully implement the free maintenance technician program at Southern Union. (Postsecondary, Southern Union, Office of Workforce Development)
 - To respond to need for additional welding technicians through improved recruitment, access, and training. (Postsecondary, ATC, businesses)
- Map the current pipeline(s) between the employers and potential employees in order to identify resources and streamline processes. (Manufacturing Task Force, businesses)
- Secure funding of at least \$100,000 for Cincinnati Program. (Chambers, AU, Community College Development Offices)
 - Submit competitive application for next round of DOL WIRED grants. (Chambers, AU, Community College Development Offices)
 - Secure at least one DOL High Growth Community College Job Training Grant. (Chambers, AU, Community College Development Offices)
 - Establish mechanism to constantly review and respond to external grant opportunities. (Chambers, AU, Community College Development Offices)