Building the Workforce Talent Pipeline

Cheryl Stanton
Positioned for SUCCESS

Timing and Opportunity
Perfect timing!

- Governor’s vision: Workforce development as a statewide priority
- Legislature’s Proviso 117.127
- Federal Law
- Job openings and new business
- Connect workforce and education
- Positive system-wide changes through partnerships
The Challenge and the Potential

• Industry-led and truly transformative

• Culture change in the approach to workforce development

• Especially in employer/public sector relationships and processes in talent development

• Supply chain for talent
Goal of Sector Strategies

Build **regional talent pipelines**

- especially in critical industries
- address skill shortages
- create meaningful career pathways for a range of workers in specific industry sectors
All Inclusive Future

• All industries share the talent pipeline

• Smarter strategies for better prepared workers
  – Critical Skills
  – Soft Skills
Sector Strategies in a Nutshell

- Building **skilled workforces**
- Integrating **career pathways**
- Documenting **positive outcomes**
- **Transformative** for business, education AND government
Common vision … common goals!

Educational Systems

Economic Development

Workforce System

Targeted Growth Sectors

The Talent Pipeline – workforce as an asset for regional prosperity
“World-Class” Sector Strategies:

- Great Data
- Regional Vision
- Guided by Industry
- Strategic Alignment
- Transform how Services are Delivered
- Measured, Improved, and Sustained
“World-Class” Sector Strategies:

• Are Driven by Great Data
“World-Class” Sector Strategies:

- Are based on a Shared Regional Vision
“World-Class” Sector Strategies:

• Are Guided by Industry
“World-Class” Sector Strategies:

- Lead to Strategic Alignment
“World-Class” Sector Strategies:

- Transform how Services (jobseeker and business) are Delivered
“World-Class” Sector Strategies:

• Are Measured, Improved, and Sustained
Positive CHANGE

Talent Development in South Carolina
## Business Engagement

<table>
<thead>
<tr>
<th></th>
<th>Traditional Model</th>
<th>Sector Partnership</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Relationship</strong></td>
<td>Industry as Customer</td>
<td>Industry as Partner</td>
</tr>
<tr>
<td><strong>Needs Identified Within</strong></td>
<td>A one-to-one relationship</td>
<td>A full sector or industry</td>
</tr>
<tr>
<td><strong>Engagement looks like</strong></td>
<td>Workforce system offers (program) solution... businesses asked to participate</td>
<td>Industry designs program with system</td>
</tr>
<tr>
<td><strong>Needs Addressed</strong></td>
<td>Thru services via one agency</td>
<td>WF system, other partners collaborate to create sector-based solutions</td>
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<tr>
<td><strong>Success Measured by</strong></td>
<td>Placements for one business one time</td>
<td>Placements + business value received (and engagement over time)</td>
</tr>
</tbody>
</table>
Integrated Career Pathways

- **Education, training, and credential sequences that:**
  - Align to skill needs of targeted sectors
  - Are flexible (shift quickly to demand)
  - Articulate the full range of K-12, adult education, and post-secondary education assets
  - Embed “stackable” industry-recognized credentials
  - Make work a central context for learning
  - Accelerate educational and career advancement through assessment of prior learning, integrated “basic” education and technical training, and other strategies
  - Provide supports at transition points
The SOLUTION

Sector Strategies in South Carolina
“World-Class” Sector Strategies:

- Where are we with Sector Strategy Planning
- Leadership Team Project Charter
- Vision Defined
- Workforce Regions Identified
- Workforce Regional Planning and Implementation Teams Identified
- Overall Framework Objectives Defined
How Did We Get HERE?

Data
From the Data

Five Recommended Clusters Identified as Having Competitive Advantage:

- Diversified Manufacturing
- Business and Information Technology Services
- Health Care
- Transportation, Logistics, and Wholesale Trade
- Construction
Priority Industry Clusters in S.C.

- Health Care
- Business and IT Services
- Transportation, Logistics, and Wholesale Trade
- Lumber and Wood Products
- Metals and Metal Fabricating
- Chemicals, Rubber, and Plastics
- Construction
- Textiles
The Outcomes

How do you benefit from the talent pipeline success?
## A World-Class Talent Pipeline:
The South Carolina Supply Chain Vision

<table>
<thead>
<tr>
<th>Aggregate Supply</th>
<th>Integrated, Sector-Driven Career Development Solutions</th>
<th>Quantify Sector-Based Demand</th>
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<tr>
<td>K-12 Students &amp; Other Youth</td>
<td>Business and Information Technology Services</td>
<td>Health Care</td>
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<tr>
<td>Dislocated Workers</td>
<td>Transportation, Logistics, and Wholesale Trade</td>
<td>Construction</td>
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<td>Pre-apprentices / Apprentices</td>
<td>Diversified Manufacturing</td>
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<td>Veterans</td>
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<td>Career-Changers</td>
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<td>Upskillers</td>
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<td>Others</td>
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</table>

### Talent Pools
- K-12 Students & Other Youth
- Dislocated Workers
- Pre-apprentices / Apprentices
- Veterans
- Career-Changers
- Upskillers
- Others

### Policy, Programs, and Investments Align to Sector Opportunities

Crafted by Maher & Maher
SUMMARY

- Partners are actively collaborating
- Carefully data driven
- Sector strategies allow for customized solutions by economic region rather than a cookie-cutter approach for all
- Every industry shares in the success of a strong and diverse talent pipeline