

Greater Lowell Workforce Investment Board: Strategic Plan 2015 GLWIB Strategy Scorecard

The Strategy Scorecard includes implementation and outcome metrics for the goals and objectives outlined in the strategic plan. The GLWIB has implemented utilization of this tool for consistent measurement and assessment of Board effectiveness over the 5-year period covered by the plan. The scorecard will be updated annually, with accompanying narrative on the GLWIB’s progress achieving the goals in the strategic plan and made available to all stakeholders.

In addition to the year-end review, the Scorecard is used by the Strategic Planning Committee at each meeting to assess performance, evaluate labor market challenges, business and economic conditions and make any necessary adjustments as part of our risk identification/risk management strategy.

**Refer to the legend at the end of the document for Green/Yellow/Red criteria and milestone/document revision history.

Implementation & Outcome Metrics	2015	2016	Notes
Goal 1: Meet regional employer needs for a skilled workforce <i>Objective 1a) Develop/maintain comprehensive employer-focused resources</i>			
Create industry-specific focus on employer needs			
Create a pipeline of strong, appropriate job referrals for employers in need of qualified candidates			
Continue updating database of regional training opportunities			
Goal 1: Meet regional employer needs for a skilled workforce <i>Objective 1b) Support employers in analyzing their current/future training and hiring needs</i>			
Continue coordination and information-sharing between local businesses and partners through regular triage meetings			
Collaborate on a “workforce needs assessment” to connect employers with partner agencies and			

Implementation & Outcome Metrics	2015	2016	Notes
Goal 2: Connect job seekers to competitive wage employment <i>Objective 2a) Identify and prepare a job-driven workforce that has the appropriate skills to connect to the labor market</i>			
Using recent labor market information and in collaboration with the Career Center, we will educate and encourage job seekers to focus on gaining in-demand skills in need in our area	Green		
Using recent labor market information and in collaboration with the Career Center, we will encourage local vendors to provide trainings and opportunities that focus on in-demand skills needed by our employers and also on soft skills and interpersonal skills	Yellow		
Using recent labor market information and in collaboration with the Career Center, we will support methods for connecting job seekers in getting training on in-demand skills, including updating	Yellow		
Monitor local demographics and make recommendations for trainings/curriculum based on needs of local job seekers	Yellow		
Goal 2: Connect job seekers to competitive wage employment <i>Objective 2c) Identify options with specific sectors (IT, healthcare [including life sciences], advanced manufacturing) for OJT and apprenticeship partnerships</i>			
Create an asset inventory of pre-apprenticeship and apprenticeship programs in the area, including in the trades, in the areas above	Yellow		
Gather labor market information on businesses in priority sectors above which have a strong presence in the area and are hiring	Green		
Develop an outreach plan based on this research to engage local trade unions in creating resources for apprenticeships in priority sectors	Yellow		

Implementation & Outcome Metrics	2015	2016	Notes
<i>Goal 3: Support successful youth entry into career pathways and post-secondary credential programs</i> <i>Objective 3a) Promote youth awareness of professional options</i>			
Offer career awareness services to region’s high schools, vocational schools, and community colleges	Green		
Work with career readiness staff at all secondary and post-secondary schools to share labor market updates	Yellow		
Host youth-focused career fairs	Yellow		
Raise awareness of different career paths and correlating education requirements, opportunities and salary	Yellow		
<i>Goal 3: Support successful youth entry into career pathways and post-secondary credential programs</i> <i>Objective 3b) Help youth at highest risk of disconnection connect early</i>			
Use partnerships to identify disconnected youth as soon as possible	Yellow		
Identify CORI-friendly career pathways appropriate for highest risk youth	Yellow		
Work with partners in identified sectors to develop partnerships and pathways	Green		

Implementation & Outcome Metrics	2015	2016	Notes
Goal 4: Continue to maintain strong WIB operations <i>Objective 4a) Strengthen Board Members’ engagement in WIB operations, and support their participation in implementing this plan</i>			
Build and expanding Board networks			
Ensure that WIB staff and Board Members have expanding and relevant professional and personal networks in key industries and with political leadership for this region			
Focus on building new relationships and strengthening existing relationships			
Leverage regional resources, including connecting to the full array of resources (grants, media/awareness, investments) available to support WIB goals			
Goal 4: Continue to maintain strong WIB operations Objective 4b) Ensure that core program are aligned with WIOA strategic priority areas			
Ensure that core programs are aligned with WIOA strategic priority areas			

Legend

Green	On track –no issues identified (progress in 75%+ range for time period)
Yellow	Issues identified –action plan in place – resolution expected
Red	Issues identified – resolution plan not developed – escalation required

Milestones/Document Revision History

V1.0 – Planning	Initial Scorecard Planning and Design
V1.1 –Development	
V1.2 –Development	
V1.3 –Implementation	
V1.4 –Implementation	
V1.5 –Implementation	
V1.6 –Implementation	