

# Regional Workforce Skills Planning Initiative

Pioneer Valley Region  
Session V

*November 17, 2017, 9:00 a.m. – 12:00 p.m.*

## Objectives

- I. Confirm Criteria for Priority Industries & Occupations/Occupational Groupings; Vision, Mission
- II. Peer-to-Peer Report Out & Feedback
- III. Additional Discussion: Priority Occupations/Occupational Groupings
- IV. Additional Discussion: Goals & Strategies
- V. Next Steps

Section II - Criteria for Priority Industry and Occupation/Occupational Grouping Selection	
<b>Each Industry should meet at least three of the five Criteria</b>	
Industry Selection Criteria	
<b>1. Total and Average Wages</b>	The industry is economically critical to multiple geographical areas within the Pioneer Valley Region and <b>has quality occupations with high Total and Average Wages.</b>
<b>2. Employment Share</b>	The industry has significant employment share within the Region and indices indicate that Employment Share will increase annually.
<b>3. Annual Openings</b>	The industry's projected Annual Openings over the next 5-10 years is positive, including new openings and/or replacement demand for occupations.
<b>4. Strong Industry Eco-System</b>	The industry has an existing or emerging critical mass of employers including anchor companies, headquartered companies, small and medium size enterprises (SMEs) and start-ups. Additionally, industry partnerships currently exist between and among employers, employees, and support providers to grow the industry.
<b>5. Career Pathways</b>	The industry has high demand, <b>and contains high quality jobs as described by 4 and 5 Star occupations,</b> which provide, or could benefit from, career pathways for advancement.
<b>Each Occupation/Occupational Grouping should meet at least three of the six Criteria</b>	
Occupation/Occupational Grouping Selection Criteria	
<b>1. Employment Share</b>	The occupations exist in a cross-section of various sized companies located in multiple geographical areas within the Pioneer Valley Region and have Employment Share $\geq$ statewide averages for that occupation.
<b>2. Occupation Growth</b>	The occupations have positive, projected annual growth over the next 5-10 years.
<b>3. Occupation Growth: BA Level</b>	The priority occupations at the Bachelor's degree level <b>are high quality with positive future growth trajectory,</b> median wages that meet or exceed regional averages, and regional four-year education institutions have program majors in the related disciplines.
<b>4. Occupation Growth: Sub BA Level</b>	The occupations at the sub-Bachelor's degree level are high quality and have positive future growth trajectory, median wages that meet or exceed regional averages, and career pathway programs exist or are capable of being designed at the region's two- and four-year educational institutions.
<b>5. Occupation Growth: Sub-Regional Occupations</b>	There are occupations with emerging growth patterns within selective sub-regional industries characterized by small and medium size enterprises (SMEs) and start-ups, with existing economic and employment partnerships.
<b>6. Career Pathways</b>	The priority occupations have regional educational programs that present clear pathways for career mobility and wage advancement within a 3-5 year time period.

## RE-DRAFT Vision Statement

Workforce development, economic development, education, and human services collaborate effectively and proactively to drive regional economic expansion and strengthen businesses, communities, and families.

## DRAFT Mission Statements (By Partner)

### Education

*Regional education partners will collaborate with workforce and economic development partners to inform educational programming with the needs of the area economy.*

### Workforce

*Create an effective, evidence-based regional workforce system that partners with businesses, educational institutions, community based organizations, and governmental agencies to meet current and future needs of employers and workers by training and matching skills to quality jobs in demand*

### Economic Development

*Economic development partners will work with a network of local and regional stakeholders to actively engage with workforce and education partners to:*

- 1. Understand and address current and future workforce needs of business and industry sectors for economic growth, and*
- 2. Participate in programs and initiatives to educate and train jobseekers to obtain meaningful employment and careers within the region.*

## DRAFT Mission Statements (Possible Combined)

Workforce development, economic development, and education in the Pioneer Valley Region function as a strategic, integrated and evidenced-based system that effectively responds to current and future employer demand, and creates high quality and sustainable employment opportunities and career pathways for job seekers and workers that result in regional economic expansion and a skilled workforce.

## Priority Occupations/Occupational Groupings

*Data Group Working on Possibilities:*

- Advanced Manufacturing:
  - Supervisors
  - Production workers
  - Inspectors/Testers/Quality Control Workers
- Educational Services:
  - Educators (all levels)
  - Teacher Assistants
- Healthcare & Social Assistance
  - Social & Human Service Assistants
  - Direct Care Workers (healthcare practitioners, healthcare support, personal care)
  - Technical/Clinical Workers
- Cross-Industry Occupations
  - IT-related
  - Professional Services
  - Back Office Administrative Support
- Within Other Critical Industries
  - Agriculture/Food Systems: Growing, Processing, Distribution, Serving & Selling, Managing Food Waste. Animal Care; Farm/Nursery Management; Entrepreneurship.
  - Accommodation and Food Services with Hospitality and Entertainment: Gaming-related emerging occupations; Food Preparation & Serving; Outdoor Recreation, Culture & the Arts.

Draft Goals-Strategies  
See Separate Word Document