

Essential Work Ready Community Elements
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Themes - Group Report Out

These are the six themes of a successful Work Ready Community (WRC) initiative that stood out the most due to both a large number of votes and to consensus on definition.

1. Statewide Steering Committee - For planning, implementation, and oversight, a statewide leadership/steering committee for WRC initiatives should be formed with partners from development, education, and workforce development. It was also noted that it is important to have support from the Governor's office with a push for legislation to maintain consistency of WRC initiative across administrations. (total of 17 votes)

2. Statewide Definitions - WRC eligibility criteria should be determined and defined by the Statewide Steering Committee with a goal of keeping criteria as simple as possible. (total of 10 votes)

3. Local Teams - Communities should be required to form local teams for the planning and implementation of the WRC initiative with partners from employers, education, economic development, workforce development (total of 16 votes)

4. Businesses that Prefer/Support NCRC/CRC - WRC eligibility criteria should include a share of businesses that prefer the NCRC/CRC in addition to those that have signed letters of commitment (total of 24 votes)

5. Soft Skills - WRC initiatives should incorporate a soft skills assessment alongside the NCRC/CRC with a training component to meet the soft skill needs for both education and workplace environments. (total of 11 votes)

6. Action Plans - Communities should be required to develop a local Action Plan as part of a WRC initiative. (total of 10 votes)

Other themes for which there were few votes or for which there was no general consensus include:

Job Profiling – several groups included a need for job profiling as part of a WRC initiative with some recommending that the process include getting letters of commitment from employers for which profiles are conducted. Also mentioned was the need to provide ROI information for employers that implement job profiling.

High School Graduation Rate – While there was not a general consensus for one standard definition or threshold, it was generally agreed that some rate should be used as part of the criteria for a WRC initiative.

Percentage of Job Seekers with Certification - While there was not a general consensus for one standard threshold, it was generally agreed that some rate should be used as part of the criteria for a WRC initiative.

WRC Pilot Projects – Several groups indicated the importance and benefit of conducting pilot WRC initiatives within a state.

Geographic Designation – There was not consensus on what criteria should be used for defining a WRC geographical boundary with some recommending boundaries based on labor market regions with others based on career pathway criteria at a regional level.

Certificates – There was general agreement about the importance of including a portable and recognized work/career ready certificate as part of a WRC initiative.

Percent of Workforce with NCRC (3%)

Workforce Investment Board Partnerships

Industry Partnerships

High School Graduates with Certificates

Workforce with 2-Year Credential or Higher

WRC Recertification (2-3 years)