

Goal #1 - Establishing Regional Leadership Approach (Regulation 679.510 a.1.i/v)										
	The WDBs of SE MN and Winona will establish joint leadership (a Regional Alliance) to align strategies for the region as a whole.						Updates-March 2018  The Regional Alliance continues to meet regularly to discuss local and regional initiatives and explore opportunities for partnership including grants and shared resources. The Racial Equity and Women in Nontraditional Careers Taskforces have combined into one Equity Taskforce. The taskforces continue to work on a broad range of equity issues, including MaxAbility, veteran's issues, emerging leaders, previously incarcerated, gender and race.  This work is ongoing. One goal for all taskforces is to include the voice of the customer as part of their taskforce membership.			
	<b>Key Action Steps (may be unique between local WDA's)</b>	<b>Expected Completion Date</b>	<b>Expected Outcomes</b>	<b>Data Source/Evaluation Method</b>	<b>Person(s) Responsible</b>	<b>Comments</b>				
NEW	A Winona County Commissioner has been invited to attend the meetings of the SE MN Joint Powers Board, which is made up of commissioners from our 10-county region. Winona County Leadership has also been invited to attend SE MN WDB meetings, including Sector and Taskforce Subcommittee meetings.	April, 2018 and ongoing	Enhanced partnering and shared leadership	Meeting attendance	SE MN Joint Powers Board, Winona County Commissioner					
	Membership list of the oversight committee and a regional MOU submitted	Completed - May - 16								
	Create Equity Taskforce, including community members. The Equity Taskforces compliment the great work already being done by the MaxAbility Taskforce, the Salute Southern MN Veterans Network and the Youth Taskforces of the WDB	Completed August, 2016	Stronger community engagement, other benefits	Roster of members						
	Commitment to diversify regional/local boards through Subcommittee work	June, 2018	Deeper communication and understanding among subcommittee members and staff	Roster of members						
Goal #2- Negotiating Performance Standards (Regulation 679.510 a.1.viii)										
	<b>Key Action Steps (may be unique between local WDA's)</b>									
	Designated members of the negotiating process identified; the process was included in the MOU	Completed - May - 16								
Goal #3 - Regional Service Strategies (Regulation 679.510 a.1.ii/vi)										
NEW	The WDBs of SE MN and Winona will establish a broad framework for career pathways across the region, with the following understanding: 1) any/all career pathway work will include deliberate outreach to unique populations, especially the unemployed, under-employed, and/or disadvantaged populations; 2) Data and employer input will be utilized to determine the essential workplace skills needed for individuals to be successful in a particular career pathway; 3) Roles for additional partners (including, but not limited to ABE, colleges) will be identified within each career pathway; 4) Skill building opportunities will lead to either credentials or apprenticeships whenever possible; 5) Career Navigation will be a key component in the development of any career pathway. Continuous Improvement Processes (i.e. Plan-Do-Study-Act) will be utilized in any regional work.									
NEW	The WDBs of SE MN and Winona will survey key industries around the region to develop a current asset map.	2019	A current asset map of key industry information which can be shared with Career Planners and Community Partners.	Once an initial draft of the industry asset map is completed, that information will be shared with our industry sector subcommittee members for their review and evaluation.	Sector Subcommittee Lead Staff					
NEW	<b>Key Action Steps (may be unique between local WDA's)</b> To empower Career Planners with knowledge about local employers, labor market information, and sectors, we are transitioning from a programmatic approach to a sector-based approach for career planning.	June, 2017 and ongoing	Sector workgroups are creating the foundation of a Regional Playbook, including a description of each sector, regional labor market information, employer profiles, customer success stories, educational resources and opportunities, and job opportunities within that sector.	We anticipate that the employer connections, regional labor market information, and educational partner connections being developed will result in increased/better placements for our customers across all sectors.	Career Planners and management across the organization.					
	SE MN Regional Luncheon on Diversity and Inclusion (coordinated outreach efforts) including a listening session for community members	Completed - August, 2016	Equity Taskforces of the WDB #8 established; Sub-groups of WDB #8 to develop plan for how board can engage in relation to addressing employment disparities. Members of WDB #18 were in attendance and part of the taskforces developed from this event.	Meeting Minutes; Meetings and/or conversations with Community	Staff and Equity Taskforce Members	Mission: To create coordinated efforts of local resources to improve, advance and sustain both economic and quality of life for our diverse populations.  Last year we held meetings with our board members, local partners and staff and we ask ourselves repeatedly if we had all of the voices in the room. It may have been the distance to Rochester but we felt like we needed to get out to hear their stories. So the group met in Faribault and Austin after inviting local community based organizations and partners to the meeting. It gave the group a deeper understanding on what each of the communities faced regarding needs and barriers. Then recently the work group participated in an Asset-Based Equity Development exercise. They were asked to split into three groups: Mower and Freeborn, Rochester and Kasson, and Rice and Steele. Each SE Regional group given the task of outlining challenges in – Housing, Training, Skills Gap, Transportation, Illiteracy, Cultural Integration, Child Care, Past Legal, and Physical/Mental Disabilities. Once barriers were determined we established knowledge of our communities local assets. In recognizing assets – with new eyes we look at capital, economy, physical assets, schools, adult education, community colleges, businesses and overall economy of the community. Successful community action is the result of assets that are now being connected. Our work group will capitalize on our connectedness to both industry and community to work towards innovative workforce solutions for skills gaps. The majority of our members are attached to business, and education. It would make sense to start with a barrier that concerns us all, that we understand, and have the ability and capital to improve. After each group reported out this goal for the group was set: To decrease existing skills gap for both career seekers and employers.				

	Marnita's Table Employer Training/Event (coordinated outreach efforts between WDB #8 and #18)	Completed - March, 2017	Identify individuals and organizations to engage; understand how they want to be engaged; understand what those affected believes needs to change to address issues; employers will have a better understanding of implicit bias and micro-aggressions in the workplace	DEED	Marnita's Table staff as contracted by DEED with assistance from Randy and Dave as needed					
	Share program, training and support service policies between WDBs (support service alignment/shared program policies)	July 2017, anticipated	Consistent training and support policies between the WDBs; better understanding of separate policies; cooperative agreement statement	Consistent policies when appropriate	WDB Directors		Shared policies and support service alignment has not yet begun.			
	Utilize Best Places to Work process to evaluate and identify Best Practices within employers across our region, focusing on best equity and inclusion practices	April, 2017 and annually	Shared best practices related to equity and inclusion	Best Places to Work survey	Personnel Dynamics Consulting and WDB staff		The 2018 survey process (based on 2017 data) is underway. Leading organizations in each of three size categories will receive site visits in late March/early April with winners being recognized on April 26, 2018. Best practices related to equity and inclusion will be identified and shared at the banquet.			
	Utilize the Business Service Specialists and WDI Placement Specialists to provide information to employers about local training opportunities	April, 2017 and ongoing	Information provided to employers about local training opportunities focused on topics such as: inclusive hiring practices, reviewing documented job requirements and postings to accurately reflect job duties, current labor market information, the business case for hiring a diverse workforce, implicit bias awareness, generational differences, and other relevant topics.	BSS and WDB Placement staff, community partners; training opportunities shared/employers trained	BSS and WDB Placement staff		The Regional Workforce Strategy Consultant has been involved in direct contact with employers as well as the development of the structure for a Regional Playbook which will provide regional information about the key employment sectors.			
	MaxAbility Taskforce "reverse job fair" event for employers and job seekers	Fall, 2017 and ongoing	The intentional employment of diverse candidates	Evaluations following the event	WDB staff		The second annual reverse job fair is scheduled for April 25, 2018. Feedback from the first event was very positive. Several direct hires resulted from the initial event; we anticipate additional hires will result from the second event.			
	Voice of the Customer/Community focus groups	Fall, 2017 and ongoing	Collecting customer/community information and sharing it with the Equity Taskforces for action item definition and follow-up	Voice of the Customer/Community feedback	WDB staff		Voice of the Customer interviews were held in all WDI offices. Feedback was shared across the agency for implementation (as necessary) at the local level.			
Goal 4 - Coordination with Economic Development Services and Providers (Regulation 679.510 a.1.vii)										
<b>Key Action Steps (may be unique between local WDA's)</b>										
	Coordinated grant proposals and implementation	Ongoing	Alignment of economic development strategies with workforce development strategies, shared information and resources	Grants received	WDB and local EDA staff		Recent Pathways to Prosperity grant proposals included regional partnerships; future grant proposals will do the same.			
	Potential shared position between WDI and Rochester Chamber focused on employer relationships and economic development throughout the region, contingent upon available funding, to serve as a model for other parts of the region	Aug-17	Expanded connections with regional employers; improved relationships and partnership between the WDB and Chambers of Commerce (Economic Development)	Increased employer recognition and connection to WDBs, Successful attainment of WIOA Employer Engagement measure	WDB and local Chambers of Commerce		The Rochester Chamber of Commerce has a new VP of Workforce Development. We are working closely with him on business strategies. The relationship that the current Workforce Strategy Consultant has with the Chamber has been very helpful in building this relationship. Due to funding constraints, we do not anticipate filling a shared position at this time.			
	Continued strategic economic development work with Aim 2 Win (the tri-state collaboration), Seven Rivers EDA and Community Economic Development Agency (CEDA)	Ongoing	Shared information among the three states/regions, increased grant opportunities	Grants received	Aim 2 Win Executive Directors		This work is ongoing, especially between CEDA and WDI as well as Seven Rivers and the Winona WDB.			
	Continued strategic economic development work with the Destination Medical Center (DMC) groups, focused on workforce shortages	Ongoing	Shared information among the groups, Career Pathway development, employer/job seeker connections	Increased career pathway development, broader awareness of WFC services	WDB staff		This work is ongoing; a DMC representative recently shared a progress report with the SE MN WDB.			
	Continued work with the SE MN Together project, a grantee of the Southeast Minnesota Initiative Foundation (SMIF); includes engagement from WDI AND Winona WDB staff; Community members from across SE MN, Winona EDA, CEDA and the Seven Rivers Alliance.	Ongoing	Increased partnership opportunities across the region, grant opportunities, addressing of workforce challenges (housing, childcare, transportation, etc.) across the region	Grants received	WDB staff		This work is ongoing; the next regional meeting is being held on March 14, 2018.			
Goal 5 - Identify populations experiencing inequities in education and employment outcomes (State Plan Goal #1)										
							among employers, job coaches, non-profits and educators. The individuals who gathered at that table saw an opportunity to grow competitive employment opportunities for people with disabilities. Given the energy and projected workforce growth attached to DMC (with an intentional and deliberate effort) we could grow competitive employment opportunities for people with disabilities which would in turn improve their overall life experiences...and while doing so...we are helping employers to fill jobs with needed workforce talent. <b>Mission of MaxAbility:</b> To maximize career success for people with employment barriers and develop opportunities for businesses to meet hiring needs. To fulfill that mission, MaxAbility has created 4 strategies: o Marketing. We have a team working to grow awareness of MaxAbility and SMDEN as well as the need for the journey. o Career Connections. This is an annual event that pulls together education and a job fair for people with disabilities. Typically happens in late September or early October o Southern MN Disability Employment Network. This is our quarterly network meeting for employers, job coaches, educators and non-profits to learn together, to network together and to work together as we grow competitive employment opportunities for people with disabilities. o Employer Engagement. Our new subgroup...we need to engage employers to make sure they are aware of this journey and to engage them to be an active member of this journey. Bottom line...this does not work unless employers are engaged and supporting. • We are connecting with employers to ask them to engage in this journey by being a regular attendee to the 4 SMDEN Network Meetings, the annual Career Connections (Education and Job Fair) and the Annual December Employer Training. • Career Connections, our annual Job Fair focused specifically on differently abled individuals, is an opportunity for employers to network, receive further education in an engaging manner and to visit with local talent interested in employment. • This journey is connected to the Olmstead Plan expectations as well as other expectations and goals overseen by MN DEED and the Federal Government. Work Plan and Mission			
NEW	The WDBs of SE MN and Winona will continue to focus on solutions for a broad range of equity issues, including MaxAbility, veteran's issues, emerging leaders, previously incarcerated, gender and race.									
<b>Key Action Steps (may be unique between local WDA's)</b>										



