

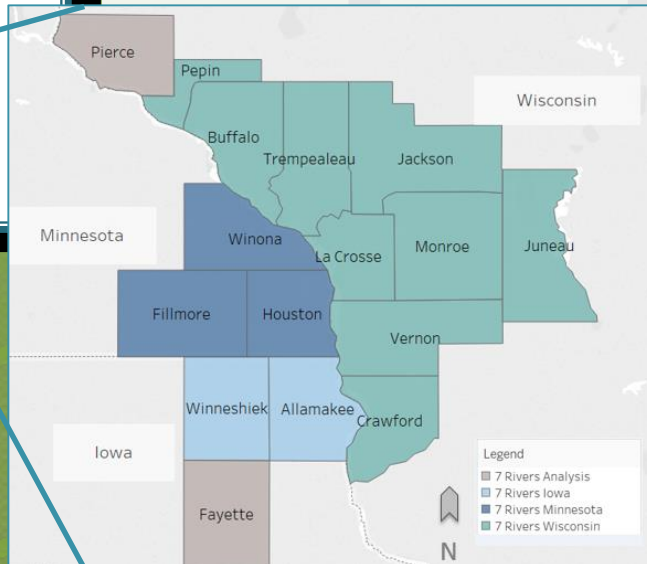
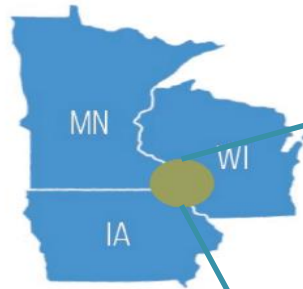


The WISE Plan

Workforce Innovation for a Strong Economy

La Crosse Downtown Rotary
July 19, 2018

Chris Hardie, 7 Rivers Alliance
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The WISE Plan

Workforce Innovation for a Strong Economy



HELP WANTED



Consultant Study Team



The Path to the WISE Plan



February 2017

- ✓ 14 small-group interviews with 120 stakeholders, representing major regional employers and industries, economic development, workforce development, higher education, and K-12 education

March 2017

- ✓ Talent Recruitment, Talent Preparation, and Talent Retention workgroup convenings
- ✓ Quality Childcare, Connected Transportation, Affordable Housing Summits
- ✓ Focus groups with incumbent workers, college students, career counselors, and high school students



May 2017

- ✓ WISE Workforce Summit

July – September 2017

- ✓ 3 WISE Plan Steering Committee working sessions





Workforce Gap

Based on current projections...

No concerted action
over the next 10 years

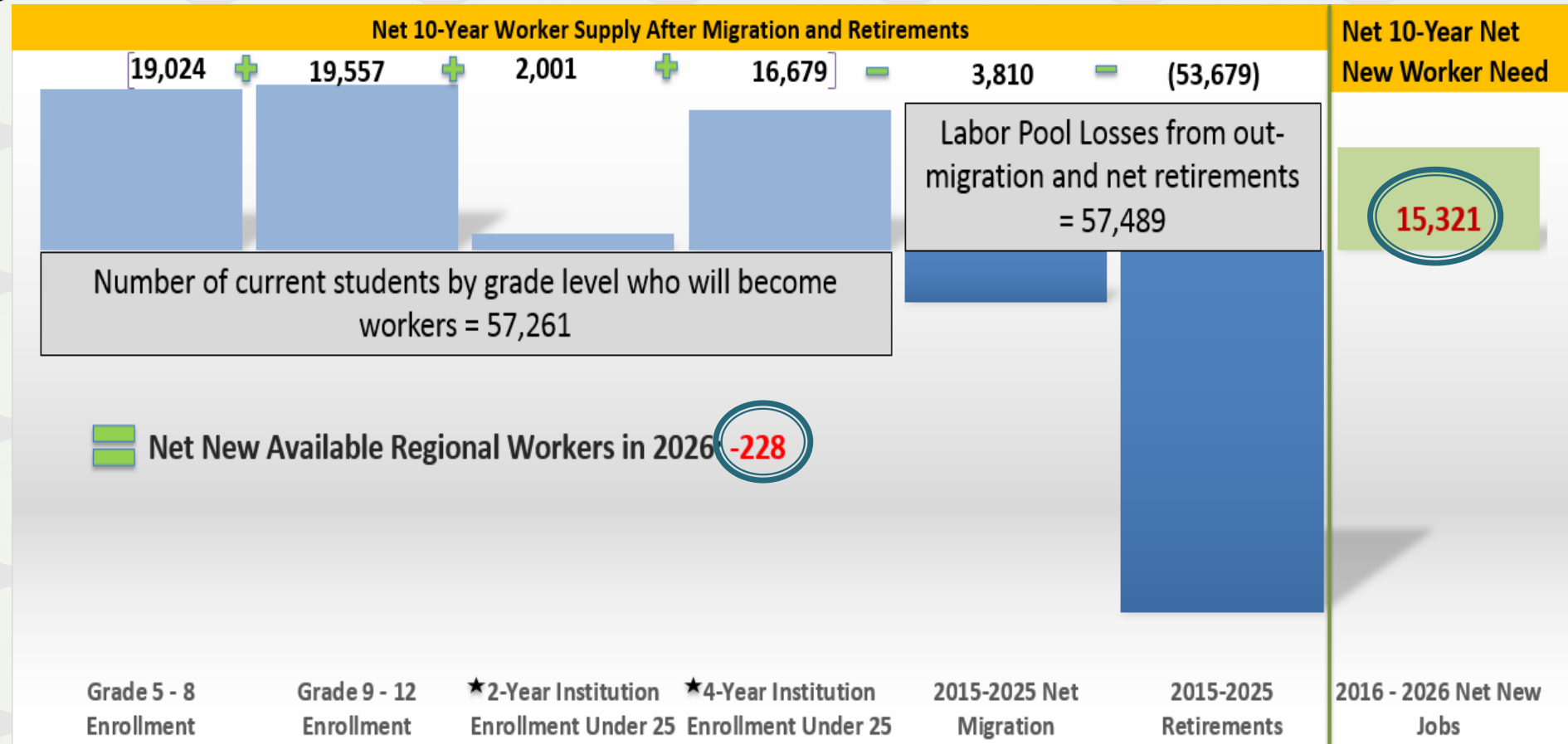
Will result in

-228 net new workers available

for 15,321 net new local jobs

which means a

Net shortage of 15,549
during the next 10 years



The good, bad and ugly

Based on current projections...

GOOD

Year 2026: 15,321 net new local jobs

BAD

We will have -228 net new workers available

UGLY

Net shortage of 15,549 during the next 10 years

Consensus 7 Rivers Talent Challenges

Talent Preparation

Talent pool lacks essential/soft skills

Disconnect between workforce readiness and perceptions of employer expectations and the hiring realities

Companies/employees are not adapting to new technologies, causing workers to drop out of the labor force

Talent Recruitment

The region not attracting enough workers to keep up with employment demand

The region's population is not ethnically diverse

Workers leave or out-commute for better wages, housing options, and job prospects for family members

Rental and for-sale housing is inadequate or not affordable for entry-level and higher-wage workers.

Talent Retention

Older workers are leaving the workforce faster than new workers are replacing them

Local childcare options are limited and unaffordable

Too many students leave the region after graduation

Younger workers seek appealing workplaces that they do not think they can find locally

The region's transportation systems are not adequately connected nor sufficiently reliable for commuting

Goals

Talent Preparation

- 1.1 Increase student and worker employability skills to ensure increased workplace readiness
- 1.2 Educate students, teachers, parents, and others about requirements for high paying, in-demand careers
- 1.3 Prepare incumbent workers and mature jobseekers for greater flexibility in the workplace

Talent Recruitment

- 2.1 Promote the 7 Rivers Region benefits to potential residents and workers
- 2.2 Foster inclusive regional communities to better attract minority and underrepresented individuals
- 2.3 Assist and engage new families to area communities for better retention
- 2.4 Provide businesses/jobseekers with information to make more informed hiring or employment decisions
- 2.5 Ensure the availability of affordable housing for the region's workforce.

Talent Retention

- 3.1 Provide companies information and tools to prepare for retirements and worker transitions.
- 3.2 Develop public-private childcare partnerships to increase childcare capacity and address cost
- 3.3 Bolster connections between students, employers, and communities so more graduates remain or return
- 3.4 Inspire businesses to implement initiatives that position them as "Employers of Choice"
- 3.5 Improve transit, ridesharing, and multi-modal transportation options to make them more accessible

WISE Plan Implementation Structure:

7 Rivers Alliance – General Coordinator and Convener

Talent Preparation

Skill Upgrades
Action Group
(Goal 1.1)

Career Exploration
Action Group
(Goal 1.2)

Business/
Education Collaboratio
n
Action Group
(Goal 1.3)

Talent Recruitment

Talent Attraction
Action Group
(Goal 2.1)

Diversity Engagement
Action Group
(Goal 2.2)

Newcomer Welcome
Action Group
(Goal 2.3)

HR Information Resource
Action Group
(Goal 2.4)

Affordable Housing
Action Group
(Goal 2.5)

Talent Retention

Senior Worker Transitions
Action Group (Goal 3.1)

Quality Childcare
Action Group (Goal 3.2)

Student/Community Connections
Action Group
(Goal 3.3)

Promoting Employers of Choice
Action Group (Goal 3.4)

Worker Transportation
Action Group
(Goal 3.5)

Questions?



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