

Presentation to the New Hampshire Workforce Development Planning Team



Jobs for the Future
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Vision

Sustain and improve New Hampshire's **competitiveness in the global market** by developing an **educated, competitive, multi-skilled** workforce and facilitating the movement of all individuals into and within the labor market through an effective labor exchange process, flexible education opportunities, and appropriate support services.

Goals

- **Goal One: K-16 Reform.** Promote development of a well educated population through education reform & lifelong learning, emphasizing continuous skill development that is responsive to changing business needs.
- **Goal Two: Skill Development & Employment.** Sustain and Improve New Hampshire's competitiveness in the global market by developing a multi-skilled workforce & facilitating the movement of all individuals into & within the labor market through an effective labor exchange process.
- **Goal Three: Economic Growth.** Promote economic growth by fostering training, education, employment, & economic policies that result in economic diversification, small & medium company growth, & market development opportunities.

Design Principles

1. To support individual and state needs, a **comprehensive workforce development system** is:

- Customer-driven, flexible & responsive to local priorities
- Seamless, convenient (i.e., one-stop), & accessible to all
- Modular, progressive, & centered on individual learners
- Continuously aligned with economic growth strategies
- Responsive to current, transitional & entry-level workers

Design Principles, cont'd

2. A comprehensive workforce development system includes:

- Competency- & performance-based standards, assessments, & credentials that support & foster lifelong learning
- Multiple entry & exit points, allowing for fluid transitions
- Partnerships across public & private sectors for decision-making & implementation
- Benchmarks & other accountability mechanisms to ensure customer satisfaction & promote continuous improvement

3. System goals & design drive resource allocation.

Capacity Enablers

- Proactive, periodic survey & forecast of industry skill needs—continually assess market trends
- Financial & strategic planning services for employers (one-stop)
- Grow business networks
- Process to integrate & leverage private resources for education & training
- Industry mentoring
- Staff development plan for agencies to understand & institutionalize changes
- Technology extension system

External Environment

- Process for renewing state infrastructure, including: telecommunications, highways, energy, workers' compensation & other laws
- Entrepreneurial training programs
- Strategy for stabilizing cyclical downturns (minimize duration of unemployment, raise base-level of well-being).

Goal One:

K-16 Reform

- Individualized planning for education & training
- Development of a competency-based system of standards & assessments
- Organization of learning opportunities & curricula in “career clusters”
- Development of training programs to help individuals pursue flexible career advancement opportunities
- Active involvement within the business community to advance these strategies

Goal Two:

Skill Development & Employment

- Development of a user-friendly, comprehensive labor market, employer services, & education & training information system
- Design of a welfare-to-work initiative that provides opportunities for disadvantaged individuals to simultaneously access work & learning opportunities
- Improvement of literacy, skill development, & retraining programs for the incumbent workforce

Goal Three:

Economic Growth

- Development of business assistance “one-stop” centers
- Development of industry mentoring & business networks
- Design of an entrepreneurial training program
- Continual assessment of market trends & industry needs
- Expansion of industry extension centers
- Development of a package of incentives & assistance to support business efforts

NH Workforce Development Team Action Plan & Business Industry Association of NH Recommendations

K-16 Education Reform

- statewide school-to-work system;
- competency-based standards & assessments;
- career cluster for industry organization;
- career ladders for modular training;
- distance learning strategies &
- active business community

Economic Growth:

- one stop business centers;
- industry mentoring & business networks;
- entrepreneurial training program;
- continual assessment of market trends & industry needs;
- package of business incentives & assistance; and
- technology development centers

BIA Recommendations:

To promote economic opportunity, emphasize advanced factors of growth that require a highly skilled workforce:

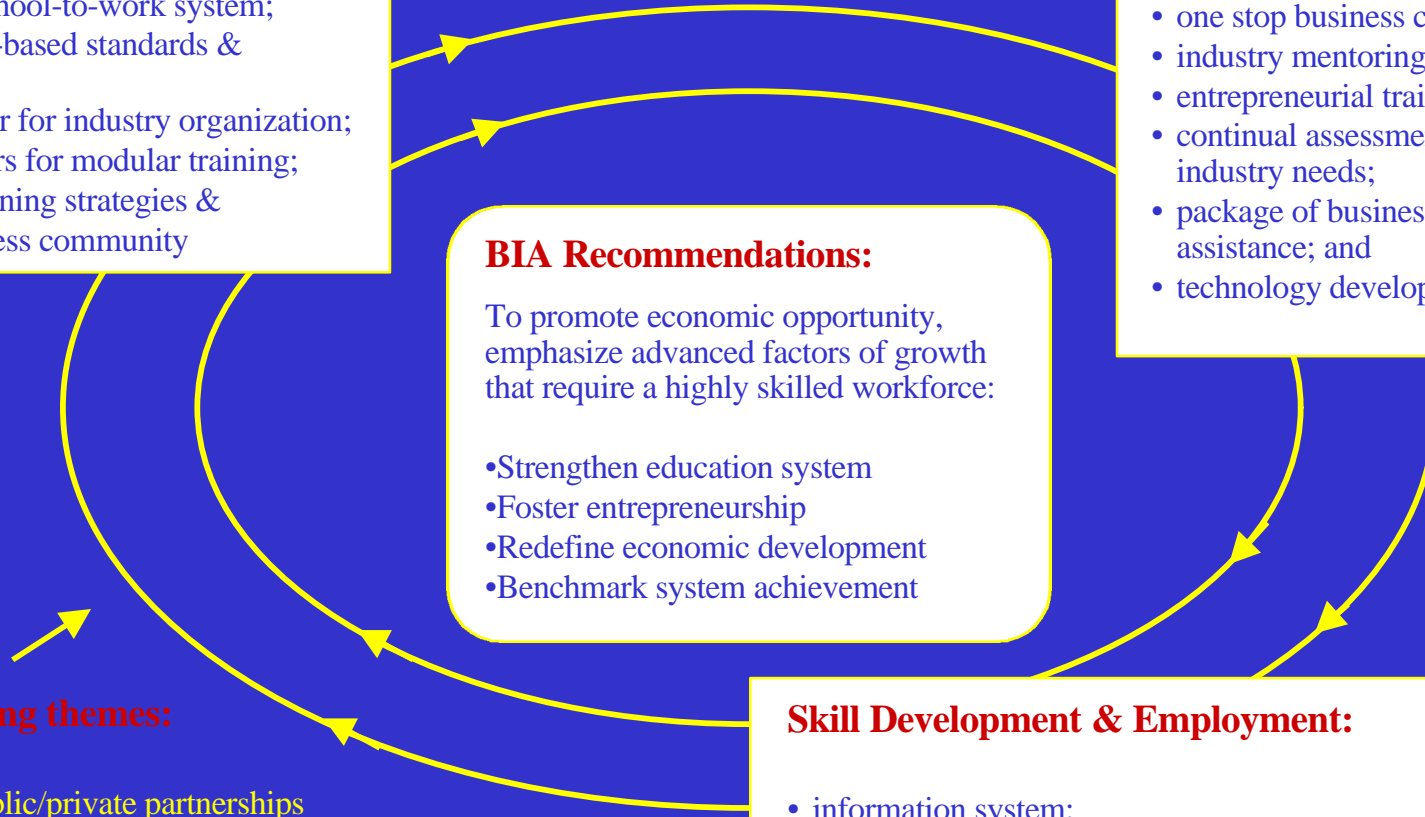
- Strengthen education system
- Foster entrepreneurship
- Redefine economic development
- Benchmark system achievement

Cross-cutting themes:

- develop public/private partnerships
- meet challenging needs of all users
- develop competencies & certify achievement
- hold partners accountable for their contributions to system operation
- benchmark progress

Skill Development & Employment:

- information system;
- welfare-to-work initiative; and
- improvement of incumbent workforce training programs



Education and Skill Development of New Hampshire's Workforce

K-16 Education Improvement

Education improvement strategies employ rigorous academic standards and skill development to prepare students for postsecondary study and employment. Primary initiatives include:

- Education Improvement and Assessment Program
- School-to-Work

Current Worker Training

Current worker training provides employed adults with ongoing opportunities to improve their skills. It allows businesses to upgrade and retrain their workers. Primary initiatives include:

- Incumbent worker training
- Manufacturing Extension Program
- Training challenge grants

Business Assistance

Business assistance provides employers with information regarding infrastructure, financial resources, and labor markets and offers incentives to retrain their workforce. Priority initiatives include:

- One-stop business centers
- Technology development centers
- IRC

Services for Unemployed/Transitional Workers

Flexible education opportunities and appropriate support services assist unemployed and transitional workers to succeed in the labor market. Initiatives include:

- Welfare-to-work/NH Employment Program
- Summer jobs program
- Jobs for America's Graduates

Competency-based Standards and Assessments

Use of Technology and Labor Market Information

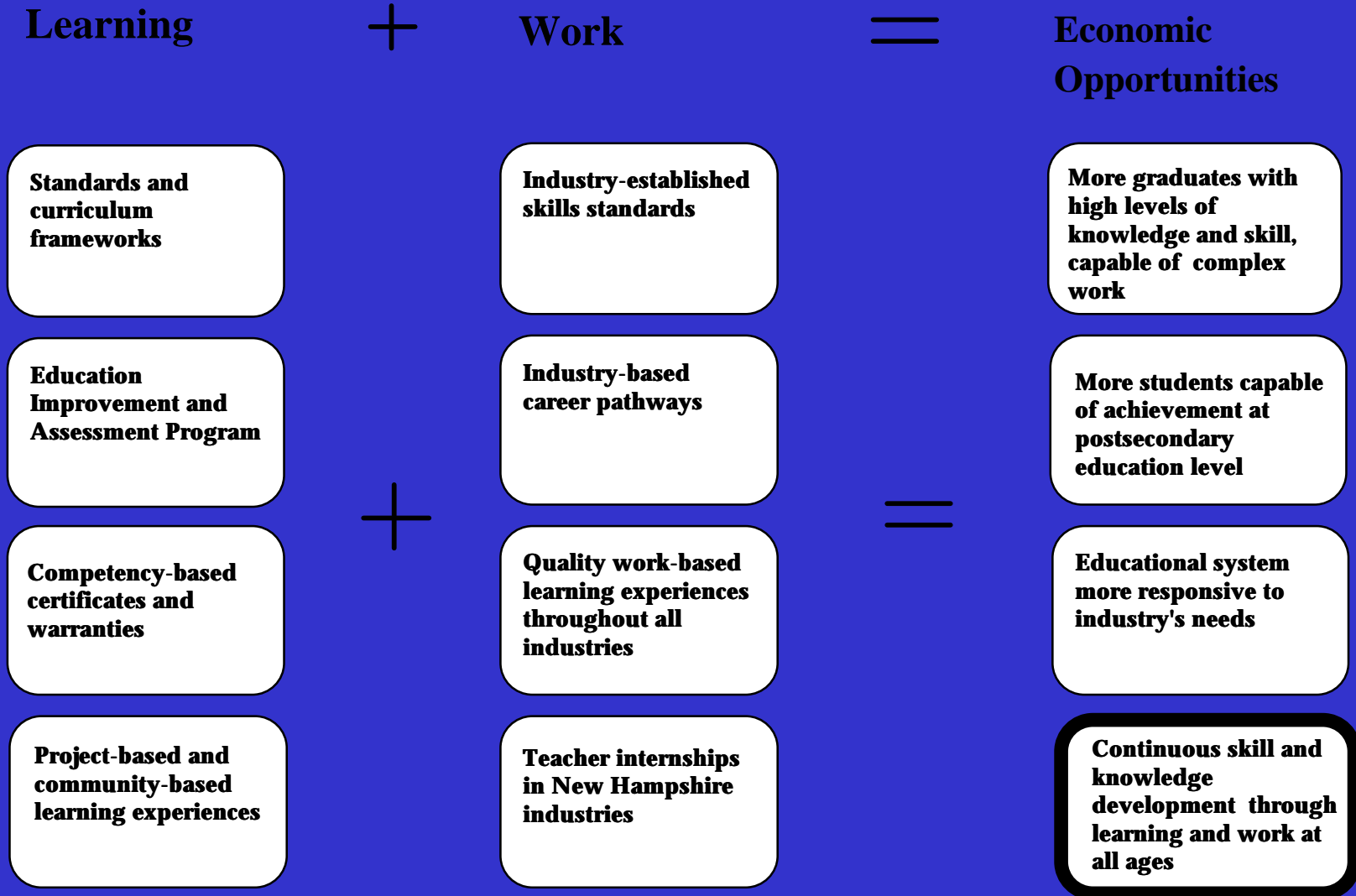
Certificates and Warranties Documenting Knowledge and Skills

Benchmarking for Continuous Improvement

Coordinated Service Delivery

Community Responsibility

New Hampshire's Work and Learning Building Blocks

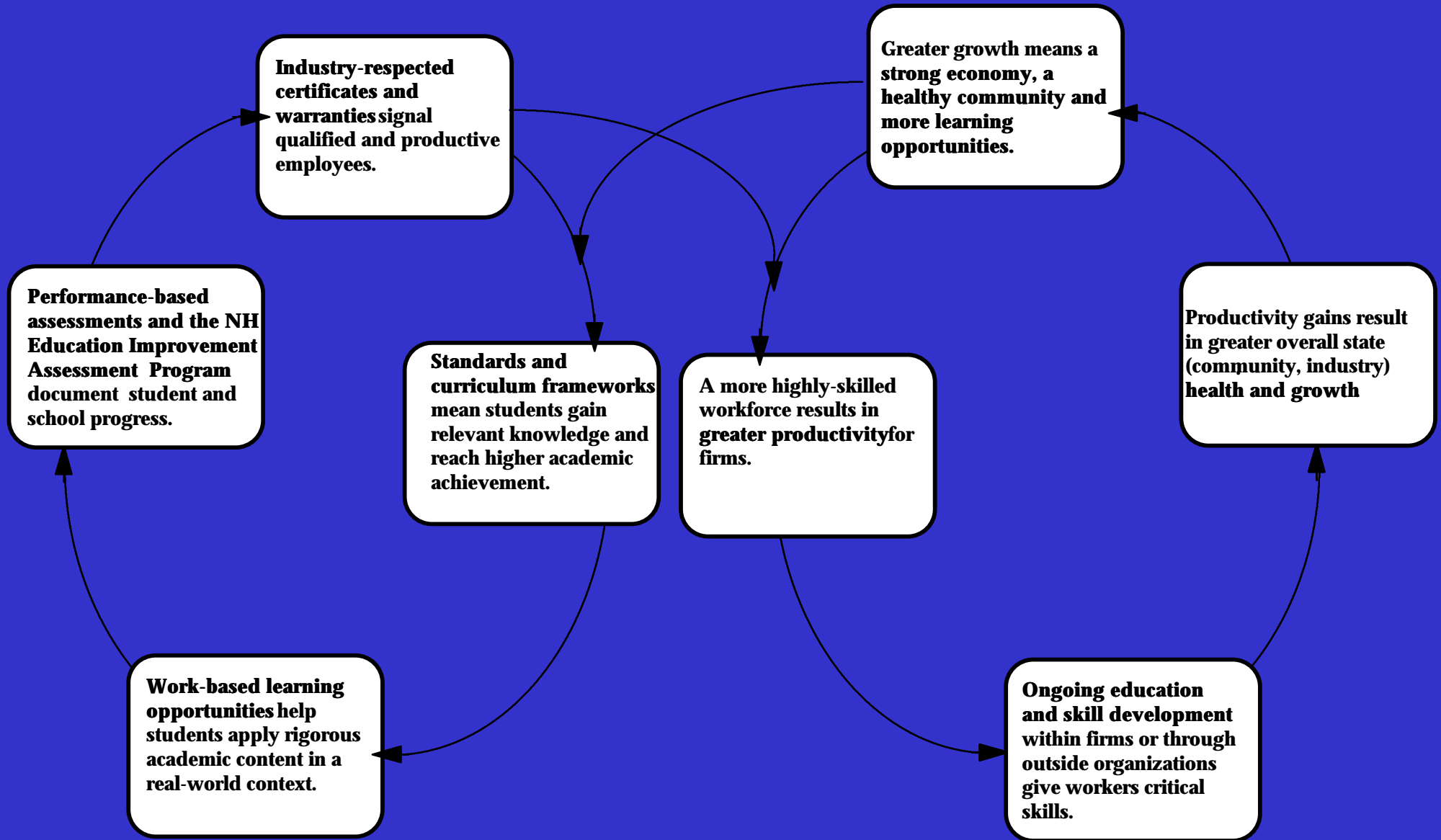


K-16+



Economic Opportunity

provides a continuous cycle of integrated work and learning opportunities for all individuals and workers.



CONTINUOUS ASSESSMENT OF CHANGING INDUSTRY AND WORKFORCE NEEDS

Initiatives

- Welfare Reform
- Incumbent Worker Training
- Business Assistance
- Economic Development