



WIRED Grant Scope of Services, PY07 through PY09

Executive Summary

ADW's scope of services plan provides a framework to build staff capacity, market within the community, and develop, charter and maintain a sustainable interdisciplinary Employer Services Team made up of Workforce Investment staff, Employment Services staff, Education and Industry partners.

Eight gaps in service delivery are identified below, followed by strategies to address each one:

1. WIA funding rescission has damaged ADW's capacity to fulfill outcomes called for in RTIA and WIRED grants
 - a. Obtain additional funding obtained through BRAC, NEG, Reserve WIA and additional WIRED grant releases up to 75% of the amount lost to the rescission.
2. Targeted industries have incomplete picture of benefits offered by workforce development
 - a. Expand charter of existing Marketing Group presently chaired by Deputy Division Manager to better address targeted industries
 - b. Develop collateral materials designed to educate targeted industry representatives, staff and other partners around job seeker demographics
 - c. Work with targeted industries and education to promote occupational training academies with immediate and future relevance to labor force needs
3. Targeted employer markets and job seeker inventory incompletely segmented
 - a. Compile lists of employers by targeted industry within ADW and Denver Metro region
 - b. Segment types of positions hired within each targeted industry using Pennsylvania benchmark
 - c. Segment job seeker inventory by age, existing skill sets, educational attainment and skill transferability
4. Create and charter sustainable business services team made up of WIA, ES, educators, industry representatives and other partners
 - a. Form and charter interdisciplinary business services team
 - b. Cross train members of employer services team on agency/school/employer outcomes necessary to sustain partnership
 - c. Work with ACC to develop virtual one-stop with information on targeted industries, job search help and link to WIA orientation
 - d. Establish what career ladders to develop within targeted industries using existing data from WIRED focus groups and input from industry leaders
 - e. Develop career ladders for targeted industries
 - f. Develop and grow catalog of internship opportunities, including funding source, and match with customized training programs
5. Create internal strategic alignment in ADW around demand driven service delivery to targeted industries
 - a. Address WIRED operations and overall demand driven service strategies in 2008-2009 ADW strategic planning cycle
 - b. Mature referral and customer flow processes in the context of overall improvements brought forth as a result of strategic planning