Goal Number Four	Develop Healthy and Innovative People
Objective 1	Foster recruitment and retention of a skilled workforce
Strategies	**Strategy 1** Work systematically to attract skilled workers to match requirements of the region's key industries **Strategy 2** Align educational offerings and workforce development programs with the evolving needs of existing, emerging and expanding businesses
Lead Agency Partner	To be determined
Public/Private Partnerships	Triangle Work Source, work force development boards, higher education
Actions	1. Identify and confirm lead agency partner – suggested lead: Triangle Work Source 2. Conduct a comprehensive analysis of skill sets needed in key industry and emerging clusters on an ongoing basis 3. Compare existing workforce needs with skills of underemployed workers 4. Maintain, expand and connect online regional platforms promoting the qualities of the region, job announcements, companies, and educational, cultural and work opportunities 5. Extend and improve outreach to WIA eligible populations 6. Promote innovative programs and regional assets that make working in the region more attractive 7. Increase communication between and coordination of workforce development boards within the labor shed 8. Inform businesses about Career Readiness Certificates and encourage them to accept these as proper job credentials 9. Support the development of continuing education opportunities for certification and licensing

Actions	10. Support and enhance an annual education and workforce development forum that brings together leaders in business and industry, economic development, education and government to exchange information about the regional economy, industry clusters, workforce needs, educational resources and best practices in workforce development
Estimated Costs	$$$$$
Alignment of Resources	Federal and state sources, public-private partnerships
Barriers/Issues	• Political/philosophical differentiation • Geographical dispersion • Regional competition
Performance Measures	• Usage of online regional platforms • Workforce Development Forum attendance • Career Readiness Certifications in specific fields • Unemployment rate

Goal Number Four	Develop Healthy and Innovative People
Objective 2	Foster the education and development of a skilled workforce; analyze the region's educational resources
Strategies	**Strategy 1** Integrate the region's higher education resources into all economic development efforts **Strategy 2** Assess and address the coordination between K-12 schools and community colleges with regard to workforce development, and identify opportunities for improvement **Strategy 3** Identify new, early opportunities to develop, promote and encourage entrepreneurship, starting at middle school
Lead Agency Partner	Community colleges
Public/Private Partnerships	Higher education, Research Triangle Regional Partnership, Triangle Work Source, work force development boards, NC New Schools Initiative
Actions	1. Convene strategic partners to identify and confirm lead partner agency – suggested: form a consortium of community college leaders in the Triangle J region to lead this effort (see Action 8 below) 2. Inventory existing educational resources that support the region's changing workforce needs, including short-term training available through continuing education programs 3. Inventory and promote private industry scholarships for certification and advanced training 4. Identify and address any gaps between the skills set analysis from Goal 4, Objective 1, and the educational resources inventories above 5. Continue to convene higher education rapid-response teams for each targeted regional cluster 6. Identify and continue to develop demand-driven specialized cluster programs, expertise and services housed at the region's community colleges and market them as regional assets

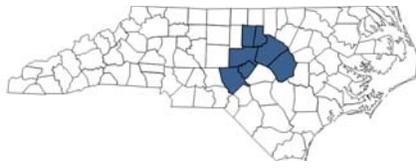| Actions	7. Continue connecting industry leaders with those in education, to develop strategies to maintain the region's national leadership in industry training and support
	8. Form a consortium of community college leaders within the Triangle J region to meet regularly to exchange information, successes and ideas
	9. Evaluate innovative programs in K-12 and early education and work with educators to determine how they might apply on a regional scale
	10. Continue to work on reducing high school drop out rates by expanding partnerships for career and technical education between private companies and community colleges
	11. Create and enhance job training programs in jails, prisons, youth development centers and youth detention centers
	12. Ensure that career counseling in schools includes career tracks for skilled workers with two-year degrees, certifications, apprenticeships and similar training
	13. Develop a broadly accessible, readily available pilot program for middle and high school counselors, to build awareness of options available for students with regard to two-year degrees, certifications, apprenticeships and similar opportunities
	14. Build on and promote existing regional and state apprenticeship programs to increase participation and build awareness of the benefits to employers and workers
	15. Explore approaches to successful workforce training in "soft-skills", such as being on time, dressing appropriately, and communication
	16. Explore opportunities to include entrepreneurship education in K-12 and community colleges
	17. Provide internship experiences for students with entrepreneurial companies and support organizations
Estimated Costs	$$$$
Alignment of Resources	Federal and state sources, private companies, foundations and non-profit organizations

Barriers/Issues	• No existing regional coordinating body • Tendency to approach training needs on a county-by-county basis, rather than labor shed • Funding constraints • Cost of facilities and equipment for technical training
Performance Measures	• Inventory of educational resources • Increased number of develop demand-driven specialized cluster programs • Community college consortium • Analysis and evaluation of K-12 best practices • Technical education in high schools • Job training programs in detention facilities • Increased participation in apprenticeship programs • Entrepreneurship education and internships

Goal Number Four	Develop Healthy and Innovative People
Objective 3	Improve access to and quality of child care and early childhood education options
Strategies	**Strategy 1** Acknowledge and address the need for improved early childhood education as a necessary element of a successful workforce
Lead Agency Partner	To be determined
Public/Private Partnerships	Child care resource and referral agencies, child care providers and educators, early childhood education foundations and organizations, community colleges, chambers of commerce
Actions	1. Identify and confirm lead agency partner – suggested: Child Care Services Association 2. Explore ways to inform employers about child care issues, challenges and solutions and their impact on the work force 3. Identify and promote successful employer programs that support or provide child care options for their employees 4. Explore opportunities for expanded affordability and convenience of education and certification for child care workers
Estimated Costs	$$$
Alignment of Resources	Federal and state sources, private companies, foundations and non-profit organizations
Barriers/Issues	• Insufficient information for employers about cost/benefits of providing child care • Long work days for child care workers leave little time for training • Language barriers
Performance Measures	• Number of quality child care facilities • Increase in training opportunities and enrollments • Child care facilities and/or assistance provided by employers

Goal Number Four	Develop Healthy and Innovative People
Objective 4	Create an environment that fosters entrepreneurial development and growth; create a culture that fosters entrepreneurial thinking
Strategies	Strategy 1 Create a supportive community culture where entrepreneurship is a respected activity and aspiration —an *Entrepreneurial Ecosystem*
Lead Agency Partner	To be determined
Public/Private Partnerships	Council for Entrepreneurial Development, higher education
Actions	1. Identify and confirm lead agency partner – suggested lead: Council for Entrepreneurial Development 2. Create community one-stop-shops, or clearinghouses, where entrepreneurs can get the resources, information, and support they need 3. Establish entrepreneur incubators, shared-space for start-ups 4. Provide technical assistance specifically for entrepreneurs, including management skills, accessing capital, accessing markets 5. Expand and connect regional networking opportunities by-entrepreneurs–for-entrepreneurs to share ideas, information and experiences
Estimated Costs	$$
Alignment of Resources	Council for Entrepreneurial Development, community colleges, universities, private companies
Barriers/Issues	• Limited resources • Outreach to entrepreneurs requires creative, non-traditional approaches • Time constraints for entrepreneurs
Performance Measures	• Clearinghouses for entrepreneurs • Number of incubators and shared-space facilities • Requests for assistance fulfilled • Number and type of classes, seminars and networking events and participation levels