



Frontline Worker Retention & Advancement

February 12, 2021

Recap of where we've been

- Our main goal is taking meaningful action to **grow our region's economy by connecting a stable skilled and supported labor force to meaningful and sustaining employment**

Vision of where we're going

- Goal 1: Create and Manage an Employer Resource Network
 - Oversight and advisory capacity – we'd like the work group to provide their perspective and connections to resources for the Success Coach
- Goal 2: Improve frontline workplaces
 - Crafting frontline supervisor training – opportunities for leadership and management training through community partners like EHOVE.
 - Information on this training can also be found in this packet. Do you have ideas on this? People you think need to see it? Let us know!
 - In this packet, you'll find a brief on turnover among low-income workers. Please send us your feedback!
- Goal 3: Deliver individual support and barrier reduction through employer contacts
 - Regional Asset Map
 - Programs and funds available in this area change extremely frequently – paper copies seem to be out-of-date as soon as they are printed.
 - Our region's combination of rural and urban areas make this even more difficult – major communities might have accurate and ready information and services, communities like Milan and Greenwich might not.
 - Great resources are available through places like the United Way and United Fund – both online and over the phone. The Norwalk United Fund received over 900 calls for access to information like this in 2020. (<https://www.norwalkareainitedfund.org/> - "First Call Resources")
 - ERN Success Coach will be a great link to this system.
 - Online database will be easier to keep up to date than a printed document, but will still require lots of maintenance.
- Homework/something to think about – how can you or your organization change your behavior to work on some of these goals we talked about today?

Next Meeting: March 12 at 9am



High School Career Connections
February 12, 2021

Recap of where we've been

- Our main goal is taking meaningful action to **grow our region's economy by connecting a stable skilled and supported labor force to meaningful and sustaining employment**

Vision of where we're going

- **Goal 1: Create a work based learning blueprint and suite of tools**
 - Review of WBL brief – you can find this attached to this packet. Please review, and let us know your thoughts/additions/changes!
 - A lot of these tools may be more useful towards those with business backgrounds, who aren't as used to this world. We are working to bridge that knowledge gap, and move all parties towards a good working understanding of work based learning.
 - Several businesses and schools in our Work Group are creating and executing interesting WBL opportunities
 - Opportunities to connect these organizations together
 - Opportunities to expand best practices to more businesses and schools
 - Things to learn from: businesses might not have time to work through an entire job shadowing or internship process – real position openings need to be filled, and filled quickly. Schools also have limitations around scheduling and graduation requirements.
 - WBL is about more than just the job experience itself – the mentoring and personal relationships that come out of these experiences are so important, and can make a huge difference for the students
 - This type of experience can make students more apt to turn WBL into a real job after graduation, and more likely to stay in the area
- **Goal 2: Utilize YouScience to guide students towards career paths**
 - Senior JumpStart Expo
 - Using results from the aptitude and interest testing of YouScience, students will be able to attend virtual panels of representatives from businesses who match these results.
 - We are working with every school in Huron and Erie Counties, and many local businesses. If you are interested in being involved with this, please let us know!
- Homework/something to think about – how can you or your organization change your behavior to work on some of these goals we talked about today?

Next Meeting: March 12 at 11am