



Education & Training Work Group

Clinton County Workforce Collaborative

Agenda

- Welcome & Introductions
- Brief recap of last meeting
- Re-evaluate Target Populations
- Clarify our meaning of Communication & Critical Thinking?
- Who? Training Development
- How do we evaluate our efforts?

Introductions

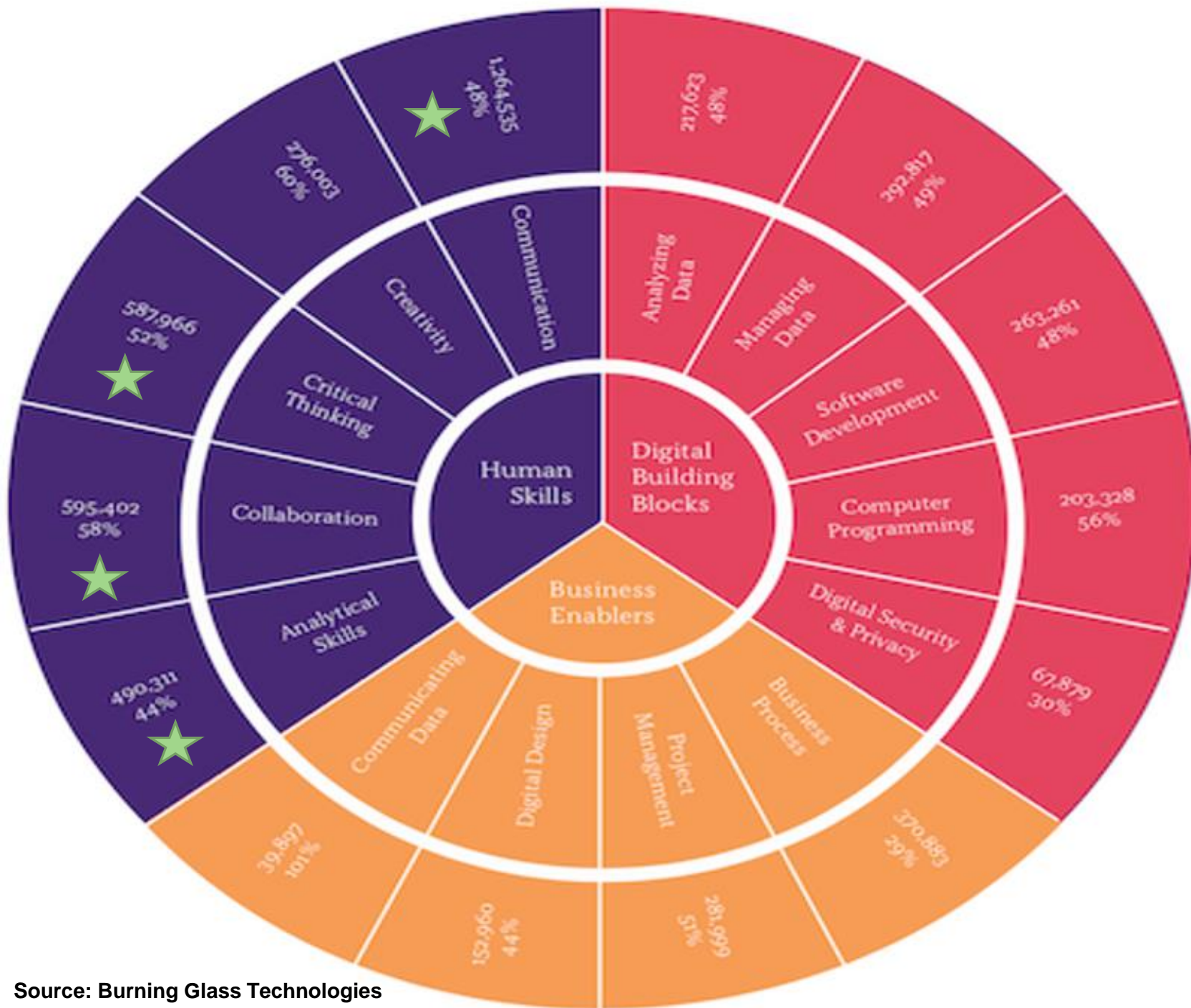
- Name, Organization, and Role

What is our Goal?

- Elevate the skills and competencies in this region that will increase the sustainability and growth in Clinton County.
- We need to have a clear picture of where we are heading, before we can navigate there!

We started with surveying current employers in Clinton County on their key skills needed for sustainability and growth

Power Skills (Human)	Tactical Skills	Technical Skills
• Communication	• Administrative	• IT Skills
• Organization	• Accounting	• Computer Literacy
• Empathy	• Marketing	
• Positive Outlook	• Business Analytics	
• Punctual	• Food Service	
• Responsible	• Maintenance Skills	
• Reasoning Skills	• Mechanic Skills	
• Multi-tasking	• Hand Eye Coordination	
• Teamwork	• Hospitality	
• Integrity	• Sales	
• Self-motivation	• Construction	
	• Math Skills	
	• Transportation	
	• Teaching	
	• Manufacturing	
	• Customer Service	
	• Clinical	
	• Cash Handling Experience	
	• Literacy	



The outer ring shows the total open entry-level postings (March 2019 – February 2020) and the growth in number of postings (2017-2019).

Largest Skills needed in job openings:

- Communication
- Collaboration
- Critical Thinking
- Analytical

These 4 skills are requested and sought after more than all the other skills combined.

Largest Growth areas:

- Creativity
- Collaboration
- Computer Programming

Breakout Rooms

1. What **Populations** should we target? **Currently employed won with 60% of the vote, all other sectors tied with 40%.**
2. What **Domains** if any should we prioritize for those populations?
Communication & Critical Thinking
3. Do we have the **capacity to pursue** this population/domain goal? If not what problems exist that we must overcome? **Training development & target audience participation**

Homework: How do we assess if we are successful in our efforts?

Re-Discuss Target Populations

- Do we want to start with a focus on currently employed individuals in the county?
(Under 18, 18-25, Currently Employed, & Seeking Employment)
- Don't have the capacity to target everyone at this time
- Only 11% of a local school district goes on to higher education and obtains at least an AA

What do these terms mean to you? What sub-skills should we focus on?

Communication?

Meaning?

Skills?

Verbal, written, non-verbal, self awareness, relationship building (IE). Aware of triggers. Interview skills. Self promote. Cant articulate skills (gets in the way of seizing opportunities). "accomplishment statement". Interview 101's, dealing with conflict, collaboration

Critical Thinking?

Meaning?

Skills? Think on your feet, synthesize in the moment and distill information. Solution focused. Problem solving...coping/role playing. Collaboration. Prioritizing. Think outside the box. Practice practice practice, skill building opportunities...scenarios. Readiness, building critical mass.

Who?

(Capacity Opportunity: Training Development)

- **Who is going to facilitate the trainings?** *(meetings need scheduled, who has contact?)*
 - Ohio Means Jobs?
 - Talbert House?
 - SOCHE?
 - Wilmington College?
 - Other?
 - Kenton county library?
- Who is appropriate based off of the target audience/skills we are focusing on?
 - Is there a desirable length of training?
 - 1 training or a series?
 - virtual, in person, blended?
- Do we need to create something new?
- Do all of our efforts have to be in the “training” format?

Assess?

- How do we evaluate our efforts and if we are being successful? Important to know, so we can course correct if necessary
 - Employer Survey?
 - Program Evaluations? (Employee feedback)
 - Self defined goals/benchmarks?