



# Winning Workforce Strategies

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# Triad Talent Alignment Strategy

## Piedmont Triad

### Talent Alignment Strategy

REPORT 3: TALENT ALIGNMENT  
STRATEGY

MARCH 2018



#### ***Workforce Analysis***

- Workforce today
- Industry & occupation projections

#### ***Supply-Demand Gap Analysis***

- Degree pathways aligned to target industries
- Program infrastructure supporting development goals

#### ***Talent Alignment Strategy***

- Goals, strategies, tactics to increase system alignment to develop, attract, retain talent

## 6 Regional Strategies



Triad seen as attractive place to live, work and learn



Employer engagement coordinate, consistent, results oriented



K-20 students are engaged in STEM and Career and Technical Education



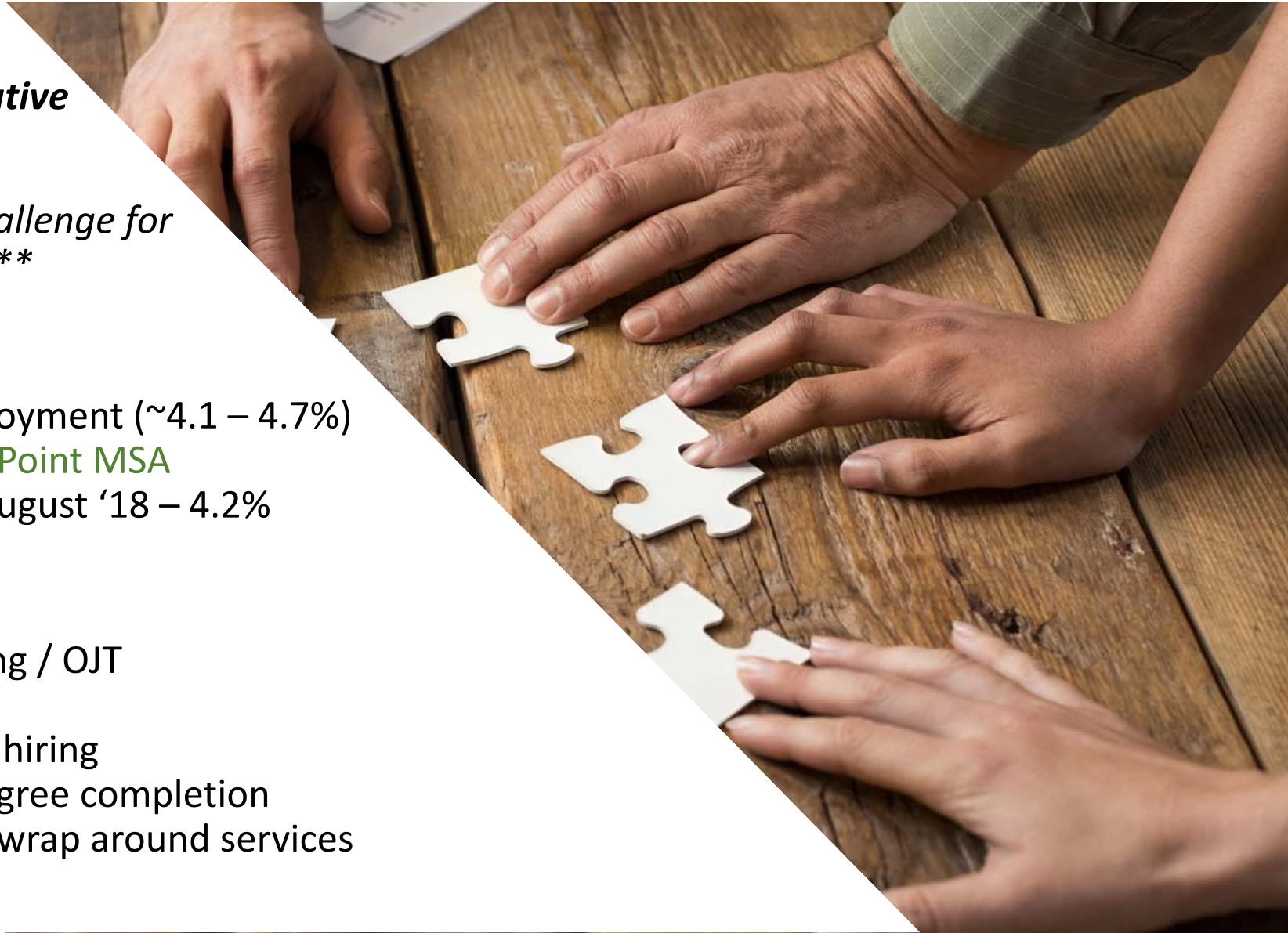
Experiential learning and career services expanded within Higher Education



Disengaged populations are connected to and supported within the workforce



Triad programs support innovation and entrepreneurship



***Employment Imperative***

***\*\*\*Workforce #1 challenge for employers\*\*\****

**Statistics -**

Nation @ Full Employment (~4.1 – 4.7%)

**Greensboro – High Point MSA**

April '18 – 3.9% | August '18 – 4.2%

**National Trends -**

Shorter term training / OJT

Micro credentials

Competency based hiring

Reinvestment in degree completion

Increased focus on wrap around services



Clear information about  
career advancement resources



Support for new skills,  
wrap around services



On-the-Job Training  
Opportunities



Valuing Post-Secondary  
Education Credentials

**\* Engaging the Disengaged Strategies**

# Bravo Worthy Examples



# Region Services Engaging the Disengaged

## Inventory of Community Based / Workforce Initiatives

What we're trying to answer:

- ✓ Who is providing service?
- ✓ What are the services they provide?
- ✓ How are they connecting to the disengaged population?
- ✓ Where are their services provided?

Aiming to identify and assess:

- ✓ Fabric of providers across the 12 country region
- ✓ Gaps in service are evident in the region?
- ✓ Where coordination could lead to increase capacity and impact
- ✓ Areas of service which might benefit from increased funding

work in  
progress

