

The Wisdom of Our Crowd – Suggestions to Policy Makers About the Future of California

**Meeting of the Minds in Monterey
September 2004**

Forward Thinking Community Leaders

- 1) Support in place for leadership development and local structures to support their work
- 2) All leaders /staff have solid knowledge of demographics, trends, economics, labor markets -- based on data, which can also be used for advocacy and community education
- 3) State support and incentives for local/regional leaders to engage and develop local/regional solutions
- 4) Strategic planning through collaborative workforce, education, government, economic development to aid and address issues before they become critical at the local, regional, state, and federal levels
- 5) Greater business involvement
 - Using system
 - Redesigning the system/services

Business Investment in Human Capital

- 1) Strong ties to public Education (K+), Industry driven
- 2) Employers will have access to timely, relevant workforce data (current resources are insufficient)
- 3) Use public funding to leverage greater private investment
- 4) Increased skills training while working
- 5) Employer driven

Strong and Diverse Economy

- 1) Investment in education that is innovative and supports industry needs
- 2) Policy alignment, common language, and increased integration -- workforce development, economic development, education, business
- 3) Improved regulatory climate for California business
- 4) Flexibility in funding to meet changing needs
- 5) Continuous, complete, real-time LMI to identify opportunity clusters

Integrated Infrastructure

- 1) Need regional strategic plan
- 2) Coordinated resource package
 - At all levels – federal, state, and local

- Sharing/leveraging
 - Equitable
- 3) Need strong effective leadership
 - Action oriented
 - Leadership -- not management
 - Inclusive
 - 4) Appropriate balance
 - State level policy setting (minimal regulations)
 - Local implementation and delivery of service

Effective, Articulated Education System

- 1) Flexible, response system of business/education partnerships based on common language and created through continuous open dialog
- 2) Business is embedded in the school curriculum delivery, links to career counseling, vocational training, life skills and entrepreneurship
- 3) Emphasis on basic literacy and language skills in K-16
- 4) Broad visionary leadership at state level (Governor, State WIB) to coordinate -- not dictate -- regional planning processes
- 5) Common statewide standards and nomenclature (ex. SCANS, ONET)

Clearly Defined and Accessible Career Pathways

- 1) Clearly understood pathway -- youth/adults, good jobs, good forecasting
- 2) Public education system for youth and adults that is responsive to career pathways
- 3) Increase in public education funding and system capacity
 - Flexible (24/7)
 - Youth to work
 - Strong foundation/adaptability
 - Responsive to adults in transition
 - UP career paths/new industries
- 4) WIBs seen as local catalysts driven by private sector leadership and money

Ready, Willing, and Able Workforce

- 1) Adopt "clusters of opportunity" -- approach by using "pipelines" to reach education and training partners and potential participants
- 2) Support serving working individuals through incentives, funding, regulations
- 3) Statewide brand for One-Stops
- 4) Acknowledgement and utilization of California's diversity and many ethnic cultures
- 5) Adopt a K-14 model that makes work relevant