



# WORKFORCE DEVELOPMENT BOARD STRATEGIC PLAN

**Program Years 2024 - 2027 • July 1, 2024 - June 30, 2027**

**Local Area: Employment Services of Weld County**

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# WCWDB Strategic Plan

## Mission

**To keep the workforce system responsive to employers, employees, and job seekers.**

## Vision

**To direct the efforts of Employment Services of Weld County (ESWC) to operate an innovative, adaptive, and customer-driven workforce system.**

# Commitment



**THE WELD COUNTY WORKFORCE DEVELOPMENT BOARD IS COMMITTED TO CONTINUING TO MEET OR EXCEED THE HIGH-PERFORMING BOARD EXPECTATIONS SET FORTH BY THE COLORADO WORKFORCE DEVELOPMENT COUNCIL. THESE FUNCTIONS INCLUDE A BOARD:**

## **MADE UP OF DIVERSE AND KNOWLEDGEABLE COMMUNITY MEMBERS.**

- 100% of members will attend orientation and have documented their agreement in their knowledge of WIOA core programs within six (6) months of the start of their term.
- Board composition will show identified key industries and demonstrate that the majority of those industries are represented on the board.

## **WHO ACTIVELY PARTICIPATES IN BOARD MEETINGS AND ACTIVITIES SUPPORTING THE LOCAL WORKFORCE SYSTEM.**

- A minimum of 50% of members will attend or otherwise support one (1) talent development system program activity.
- A minimum of 80% of members will meet the attendance requirements in the bylaws, which may include the use of proxies.

## **WHO SERVES AS LIAISONS BETWEEN THE COMMUNITY AND THE LOCAL WORKFORCE CENTER.**

- A minimum of 50% of members will attend a community event while representing the WCWDB.

## **WHO ACCOMPLISHES GOALS AND STRATEGIC PRIORITIES THROUGH DATA DRIVEN, BUSINESS-LED MEETINGS.**

- Provide a narrative or statement that demonstrates examples of the board using data to drive the strategic plan forward and measure impacts.
- Share data to inform community partners.
- May provide narrative demonstrating impact on 75% of strategic priorities or provide narrative showing board members went above and beyond accomplishing the strategic priorities by sharing one or more of the activities as a best practice.

# Strategic Goals



## > **GOAL 1 - OPEN OPPORTUNITIES FOR WORKERS AND COMMUNITIES**

- Increase equitable economic opportunity for individuals who experience barriers based on race, ethnicity, gender, ability, age, zip code, and socioeconomic status.
- Ensure programs focus on workers and Weld County communities who have been left behind – from reentry, to rural, to opportunity youth.
- Increase affordability of career connected education and training for Weld County residents of all skill levels who have completed or left the K-12 education system.

## > **GOAL 2 - BUILDING A BETTER CARE ECONOMY**

- Increase the quality of upskilling opportunities, jobs, and career pathways in Northern Colorado.
- Support good jobs and protections for care workers – nursing, early care, elder care, mental health, and more – with a focus on low-wage, diverse, young adult, and women workers.

## > **GOAL 3 - NEW INDUSTRY PARTNERSHIPS THAT LEAD TO REAL, GOOD JOBS**

- Equip employers with the knowledge to modernize their recruitment practices, eliminate bias, and design competitive compensation packages that attract and retain top talent.
- Empower employers to create robust career development programs and foster a culture of belonging, leading to happier and more engaged employees.
- Enhance access to programming creating more seamless connections between high school, post-secondary education, and the workforce.
- Broker and build partnerships with business, training providers, and workers – including new entrants and youth – to ensure all training leads to good jobs across sectors.

## > **GOAL 4 - ACTION TODAY FOR THE FUTURE OF WORK**

- Engage federal, state, and local leaders and the private sector to prepare, support, and invest in workers and communities in preparation for jobs of the future and emerging industries.