

Hennepin Carver Workforce Development Board: Strategic planning summary & moving into implementation

Summary

A series of planning conversations were held from 2021-2022. The decisions below represent the core of the Hennepin-Carver WDB strategic planning:

Focusing our creative, practical actions in...	To deal effectively with...	And realize our...
STRATEGIC DIRECTIONS or STRATEGIES	UNDERLYING CONTRADICTIONS*	VISION
<ul style="list-style-type: none"> • Building a strong foundation (within the board) • Inspiring leadership • Engaging customers (residents & employers) and partners • Using data 	<ul style="list-style-type: none"> ❖ Limited community engagement ❖ Unclear definition of engagement ❖ Unclear business outreach strategy ❖ Fuzzy scope (North star and visual of cars driving – different cars, different speeds – yet all moving toward same north star) 	<p>The board works in partnership with all community members and employers to support and enhance an effective, efficient, and inclusive workforce development system which assures alignment between available talent and employer needs resulting in economic prosperity for all.</p>

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***Underlying contradictions** were discussed– the blocks and barriers that prevent us from realizing our vision. The process of analyzing underlying contradictions does not involve solving isolated problems but identifying the root cause of many surface issues. It is like weeding dandelions. If you cut down the dandelions, they grow back unless you dig down and remove the tap root.