Engaging Richmond, Workforce Development Action Plan

**Inputs**

- Resident engagement
- Network of reliable workforce partners
- Local Businesses
- Continued funding
- Faith Communities
- Governmental Agencies
- Non-Governmental Agencies
- Engaged policy makers

**Outputs**

**Strategies**

1. Resident Engagement:
   - Establish resident/community workforce forums that celebrate gifts, talents, and skills

2. Working Partnerships:
   - Establish working partnerships among workforce stakeholders that will develop, plan, and implement workforce strategies.

3. Programs, Services, and Education:
   - Create an inventory of existing resources (e.g., trainings) that improve jobs skills for students and adults; identify gaps; develop needed resources (e.g., trainings, apprenticeships)

4. Information:
   - Identify effective ways to disseminate information about existing resources and available jobs; increase access to computers

5. Policy:
   - Identify workforce initiatives, policies, regulation and guidelines that both aid and hinder putting people to work.

6. Future Research:
   - Continuously assess research needs; develop monitoring and evaluation plans

**Partners/Participation**

- Richmond Promise Neighborhood
- Virginia Commonwealth University
- Richmond Public Schools
- Bridging Richmond
- Resource Workforce Center
- RRHA
- Community College Workforce Alliance
- Daily Planet
- Federal Reserve Back
- City of Richmond Economic & Community Development

**Outcomes - Goals**

**Knowledge (Short-term)**

1. Self identification of workforce skills and building of relationships

2. Increased collaboration among partners and residents for developing better workforce strategies

3-4. Adults: Increased knowledge about resources and trainings to enhance job skills (e.g., how to find, obtain, and keep jobs; how to navigate bureaucracies, how to write resumes and cover letters), and become stable (e.g., budgeting)

3-4. Students: Increased knowledge about future possibilities (jobs/careers); increased guidance and preparation as early as elementary school (e.g., taking kids to field trips; incorporating career focus into after school activities

4. Everyone: Increased computer access locally for on-line applications and training

5. Increased knowledge of stakeholders about policies that can be navigated and or changed to increase job opportunities and support families

6. Increased research which engages community partners and assess community-identified priorities related to workforce development

**Action (Medium-term)**

1. Increased knowledge of gifts, talents, skills and social connections within and outside of the

2. Partners will have better understanding of resident skills, needs, and services provided

3a. More adults attend job skills and vocational training, receive certificates, use resources, and apply to jobs

3b. More students use job skills training and apprenticeships while in school; more students are optimistic about future possibilities and attend post-secondary education or vocational training and are certified

4. Increased collaboration among organizations and or changed to

5. Changes made to specific policies

6. Research findings are disseminated in formats usable to residents, service providers, and policymakers

**Conditions (Long-term)**

- Increased in residents obtaining quality employment (fewer “dead end” jobs)
- Increased workforce interdependency
- Connection to partnerships
- A stronger workforce in the community
- Fair hiring practices
- More resourceful and informed workforce

**Assumptions:** A stronger workforce can lead to poverty reduction and less debt; better mental health, and more empowered and stable families; more role models and leaders in the community, at work, at school, and at home; all the benefits that come with more employed taxpayer such as better schools, improved roads, thriving small businesses with more patrons, more job opportunities, community development, and less crime.

**External Factors:**

- Lack of regional support around transportation
- Discriminatory Hiring Practices
- The weak economy
- Different priorities for City of Richmond, which may conflict with workforce development in the East End
- Education
- Training
- Policy (Criminal Background checks, drug testing, credit checks)