

Regional Planning Meeting Pre-Survey Results:

Common Value, Mission, Vision and Goals

Pioneer Valley Region

Strategy Matters LLC

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VALUES



- **“High level collaboration / leadership.” “Collaboration”, “Leadership in education, collaboration and capacity”, “collaborative leadership”, “collaboration and inclusivity”.**
- **“Regional solution”, “Improve quality of life in our region”, “recognize the unique character and conditions of our rural area.**
- **“Improve the efficiency and cost effectiveness of Pioneer Valley Region” “Organizational efficiency” “effective communication”**

VISION

- “Quality of life that fosters prosperity and sustainability”, “Sustainably leverages its advantages”, “family-sustaining wages”, “sustainable local economy”.
- “Partnership with the economic development and education sectors”, “Economic prosperity”, “vibrant economy”, “development of a skilled, diverse workforce”, “ensure continued economic development, and strengthen our communities”.
- “Residents and businesses are valued and engaged in the community”, “business community”, “fosters the cultivation of diverse businesses”.



VISION

- FutureWorks Career Center will empower customers from local communities by growing their skills and careers while promoting the economic prosperity of area businesses.
- A strong, innovative, engaging and vibrant economy and quality of life that fosters prosperity and sustainability and is driven by collaborative leadership
- The Mohawk Trail Regional School District is committed to educate every student in its care by providing the skills, knowledge and values necessary for individuals to be capable and concerned participants in society.
- The Boards will have comprehensive strategies in place for addressing the workforce needs of each of its prominent industry sectors, and will offer documented success of changes or enhancements in the public and private workforce systems that support each of these sectors. As a result of their partnership with the economic development and education sectors, the REBs will be recognized widely by the business community as the place to go for assistance in developing creative workforce development solutions.
- "Franklin County will be a region that: 1) sustainably leverages its advantages, including its rural character; 2) is connected to its neighbors and across the globe; 3) welcomes innovation and creativity; 4) supports development of a skilled, diverse workforce; 5) fosters the cultivation of diverse businesses; and 6) encourages competitive, living wages & career opportunities.
- Hampden County residents have access to and are prepared for high quality career employment opportunities at family-sustaining wages that accelerate business growth, ensure continued economic development, and strengthen our communities.
- Westfield Public Schools will collaborate with families to provide a rigorous 21st century program that promotes continuous academic, emotional, and social growth and enables students to achieve personal success in order to become self-sufficient global citizens.
- The Pioneer Valley is a thriving, diverse, and sustainable local economy where local businesses and organizations are succeeding, where residents can find satisfying work at a comfortable living wage, and where residents and businesses are valued and engaged in the community.
- We seek to educate students to understand and contribute positively to a global society.

MISSION



MISSION

- FutureWorks Career Center will advance customer careers and support business customer needs.
- To protect, enhance and sustain the Pioneer Valley and the lives of all of its residents
- Our goal statements articulate our aspirations for our students. In a safe, secure and supportive environment, all our students will: Demonstrate competence in literacy, mathematical skills and thinking. Achieve the educational standards identified for a Mohawk graduate. Develop the capabilities for positive and effective human relationships. Develop the capability to adapt successfully to continuous change.
- To shape, nurture and sustain a regional workforce development system that promotes the economic well-being of a diverse workforce and business base.
- To sustainably cultivate competitive wages and career opportunities.
- Hampden County residents have access to and are prepared for high quality career employment opportunities at family-sustaining wages that accelerate business growth, ensure continued economic development, and strengthen our communities.
- If we design and implement a rigorous 21st century instructional program aligned with staff development, then our students will achieve a high level of success as evidenced by multiple measures.
- The Franklin Hampshire Career Center supports and promotes workforce and economic development in the region through the delivery of quality employment, training and education services for job seekers and employers.
- We are guided by the mission to provide a safe and supportive environment that fosters cooperation, critical thinking, creativity, integrity, and a love of learning.
- The Regional Employment Board leads a dynamic, efficient and integrated workforce development system that plans, coordinates and oversees the growth and effective use of public and private investment in workforce development initiatives for quality careers. The REB provides leadership in creating and sustaining strategic alliances that provide access to education, training and career opportunities for all workers while ensuring a skilled workforce for all employers.

What changes do you anticipate? – Funding!

- Continued **decreases in funding** is impacting capacity in a period where we can not afford to lose a single worker in the labor market. Our poor funding structure is beginning to impact our ability to maintain salary ranges at levels high enough to attract talent to adequately serve our customers.
- **Austerity of public resources** is a serious and ongoing challenge and one that will likely intensify over the foreseeable future
- **State and federal funding**
- **Financial resources**
- **State resources** for regional planning will enable and support such work. If the work becomes too Springfield-centric, many partners will disengage, leading to a lost opportunity for the Pioneer Valley,
- Extraordinarily worried about **federal budget cuts** that will reduce our collective ability to serve our region
- Proposed **federal budget** cuts could negatively impact the staffing level for economic development planning and implementation.
- **Budget constraints**
- Reduced **Federal and State funding** is expected to impede our service and program delivery into the foreseeable future.
- see #4 and #9 above. In addition, it is essential that **access to broadband and transportation be made more available** to all in our region and the lack of both in Franklin County has been a significant barrier to economic development.
- **Inefficiency of Ch. 70 funding** formula results in insufficient funding - % of state and local budgets allocated to healthcare exacerbate problem
- Changes in WIOA from the new administration (funding and/or legislative); **state budget priorities**

What do you hope we can accomplish during our first regional planning session?

Consensus, work plan, data, shared vision and goals, relationships & collaboration, and better understanding.

- A **general sense we are moving in the same direction.**
- Reaffirming an already high level of **collaboration among partner** organizations serving the Pioneer Valley and ideally **access to new, reliable data sets** in the realm of workforce development/talent that informs and supports our collective efforts
- Establish **a roadmap of the work** to be done and a calendar
- Creating a **shared understanding of the vision and goals**, and coming away with **a commitment** to the follow-up steps needed.
- set a **agenda and focused path** for the coming year
- Hope to gain a **better understanding occupational outlook** for the Pioneer Valley as a whole and the counties within it.
- Establish **Trustful relationships within regional team** Identify **assets within the team** that will inform thinking and drive shared **consensus** Identify **priority sectors**
- **Labor trends for pathway development**
- **Better understand of what industry needs vs what agencies provide**
- **Agree on data** needs to support our work, **generally define our mission and work plan.**
- We know each other well out here. I would hope we can **quickly begin to update and integrate existing regional plans.**
- **Understand and identify how I can contribute** - what I can do specifically to make the project a success
- **A work plan** to move ahead

What do you think is important in order to ensure that the regional planning process is successful?

Commitment, communication, collaboration, good facilitation, knowledge, resources, and strategy.

- Labor markets are not impacted by **imaginary lines**.
- **A strong commitment** and **sense of purpose** between and among our region's partners and the state
- definitive **communication** strategy
- That we produce a **meaningful product** that can serve to produce real improvement
- **A strong facilitator** who energizes the group, listens, captures the learning, and builds a framework for follow-up.
- good **meeting facilitation**
- An **understanding of the diverse environments** of this region (i.e. urban, rural) and varying infrastructure in the region (i.e. lack of transit and broadband access in select areas).
- Genuine **collaboration**
- Continued **collaboration between** industry and agency
- **Sufficient resources** to support the planning and implementation as well **as recognition of the unique characteristics and needs of sub regions**.
- **Resources, creativity, stamina, courage, leadership and sustainable strategic thinking**.
- Clearly **identify what success** looks like - determine **evaluation metrics early on** - set goals and specific benchmarks - monitor progress
- **Ego management**

Is there anything else you think our team should know?

- I serve as Chair of the MA Rural Schools Coalition, which includes districts across the Commonwealth.
- We have already worked cross-regionally successfully: this effort should build on our successes and take us new directions.
- Looking forward to it!
- Looking forward to this!
- I am most appreciative and hopeful about this ongoing push for regional planning.