

GOVERNOR'S WORKFORCE INVESTMENT BOARD

AGRICULTURE SECTOR COUNCIL

Strategic Plan

SECTOR COUNCIL INFORMATION

Sector: **GWIB AGRICULTURE SECTOR COUNCIL**

Chair Person: Amber Smyer

Document Title: Strategic Plan, 2014-2015

OVERVIEW

This section should provide a brief synopsis of the project/requirements.

The Agriculture Sector Council was created to support the Governor's Workforce Investment Board in identifying workforce needs, job training and educational programs that would best meet regional economic development goals for the industry. This requires continued industry collaboration with education partners and industry stakeholders.

GOALS

This section should provide high level goals of the Strategic Plan.

Develop a GWIB Agriculture Sector Council Strategic Plan to identify jobs in the Agriculture industry and to support Agriculture industry businesses in meeting their human resource needs. Also, develop initiatives necessary to support this goal.

SCOPE OF WORK AND DELIVERABLES

The plan should be broken down into the following: defined Objective, Strategy (to meet the objective) and Action(s) (tied to the Strategy)

Objective 1.	Strategy	Action Plan
<p>Maintain communication with the Governor's Office of Economic Development, NDA Ag Marketing Coordinator, Regional Development Authorities to determine the workforce training needs of companies moving to or expanding in the state.</p>	<p>A representative of each group will participate on the Ag Sector Council.</p>	<p>These representatives will provide information related agriculture business to the Chair and DETR staff of the Agriculture Industry Council. The quarterly report will include type of companies and needed occupations.</p> <p>Brief quarterly report from the following: GOED NV Energy Northern Nevada Development Authority NDA Nevada Works Workforce Connection</p> <p>Process for submitting reports: -Send to chair and DETR staff report for the previous quarter (Council meeting dates at which this information will be distributed. May, July, November, January) - Report may include: #of companies related to agriculture expressing an interest in relocating/expanding within the state. # of potential jobs expressed that a company will bring. # of jobs from companies expanding in the agriculture sector. Specific types of occupations the company will be seeking. Specific training or certification required for these occupations.</p>

SCOPE OF WORK AND DELIVERABLES

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Objective 2.	Strategy	Action Plan
<p>Identify the critical jobs, skills and competencies needed by the workforce for the industry sector.</p>	<p>Through the use of the sectors membership and their connections to the industry surveys will be performed to determine needed job skills and careers.</p>	<p>An electronic survey will be developed and disseminated through the Council Membership and it members' industry connections and electronic media. The sector will also utilize existing information from educational institutes and existing career pathways.</p> <p>DETR and NDA draft a short survey to be distributed to Ag companies around jobs and training. Survey created Q1 2015. Disseminated to agriculture companies and data collected Q2 2015.</p> <p>Ag sector Council to identify who will be surveyed and what information will need collected at January 2015 meeting.</p>

SCOPE OF WORK AND DELIVERABLES

The plan should be broken down into the following: defined Objective, Strategy (to meet the objective) and Action(s) (tied to the Strategy)

Objective 3.	Strategy	Action Plan
<p>Map the talent pipeline for the sector and identify where the talent needed will come from now, in the near-term and the future.</p>	<p>Educational resources and training programs will be reviewed by the Council both instate and regionally.</p>	<p>These educational resources will be shared with economic development partners so that they may utilize them with emerging new businesses within the sector.</p> <p>Objectives 3 – 5 From industry survey –</p> <ol style="list-style-type: none"> 1) Compare industry occupation needs to DETR data on current occupations. 2) Identify any gaps. (Deficit of occupations to demand, etc.) 3) Compare gaps in occupations to current educational/training structures. <ul style="list-style-type: none"> - If education/training doesn't exist, how can we provide it? - If education/training does exist, how do we market it as a potential career opportunity? 4) Submit RFPs applicable for Nevada Works or Workforce Connection funding.
Objective 4.	Strategy	Action Plan
<p>Analyze and apply workforce intelligence to recommend sector-wide strategies to improve the talent pipeline.</p>	<p>Utilizing information gathered from the annual survey; identify talent needs and develop strategies to assist these needs.</p>	<p>Create an analysis of the issues the agriculture industry is facing and opportunities that exist for the workforce and industry. Define specific strategies to resolve each issue.</p>

SCOPE OF WORK AND DELIVERABLES

The plan should be broken down into the following: defined Objective, Strategy (to meet the objective) and Action(s) (tied to the Strategy)

Objective 5.	Strategy	Action Plan
<p>Review and recommend workforce development funded training curriculum, activities and credential certifications for Agriculture.</p>	<p>Through the educational representatives on the Sector Council, educational activities will be reviewed and consolidated into a comprehensive list.</p>	<p>The Sector Council will provide this information to agriculture businesses and work with them to identify other needs as well as work with education programs in the development of their curriculum.</p> <ul style="list-style-type: none"> -Higher Education provide adult programs and degrees offered. - Department of Education, Career & Technical Education provide youth education courses/trainings. <p>Information compiled for comparison to survey report by end of Q2 2015.</p> <ul style="list-style-type: none"> -UNR Extension education courses and resources. -Agency, non-profit and other courses or trainings being offered relevant to the agriculture industry.
Objective 6.	Strategy	Action Plan
<p>Identify and apply for federal funding available for job training and education programs.</p>	<p>Funding sources for agriculture education will be identified and need will be evaluated by the Council.</p>	<p>DETR to report funding opportunities quarterly for the Council to review. This information will be shared with the public and industry training needs will be cross walked with the available funding sources.</p>
Objective 7.	Strategy	Action Plan
<p>Generate public and private resources (including, but not limited to, grants) to support the sector's work and projects.</p>	<p>Funding sources for agriculture education will be identified and need will be evaluated by the Council.</p>	<p>DETR to report funding opportunities quarterly for the Council to review. This information will be shared with the public and industry training needs will be cross walked with the available funding sources.</p>

SCOPE OF WORK AND DELIVERABLES

The plan should be broken down into the following: defined Objective, Strategy (to meet the objective) and Action(s) (tied to the Strategy)

Objective 8.	Strategy	Action Plan
Report to the Governor's Workforce Investment Board the findings of the council and provide guidance for training policy formation and implementation.	Develop a report to that identifies guidance and policy for the workforce development in the agriculture sector.	The chair will report progress to the GWIB at each quarterly meeting.

STRATEGIC PLAN TIMELINE

This section should provide a timeline for the completion of the project

Expected timeline for Strategic Plan completion?	September 30, 2015 Note: Updates due each September 30 th .
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TASKS/ASSIGNMENTS

This section should provide information regarding tasks/ assignments, specify which member or group within the Council is responsible for its completion, and include a specific timeline for the completion of the assignments

Objective – Task/Assignment:	Assigned to:	Completion Time:
Objective 1: Maintain communication with GOED to determine workforce training needs of companies	Representatives of the entities identified above.	Quarterly reporting
Objective 2: Inventory critical jobs and their demanded skill sets and competencies	NDA staff	June 30, 2015
Objective 3: Map talent pipeline and identify what is needed now, in the near-term and in the future	NSHE, Council, Ag Ed, Heather Steel, Tatjana Vukovic	September 30, 2015
Objective 4: Analyze workforce intelligence to develop policies & strategies to improve talent pipeline	Council	September 30, 2015

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This section should provide information regarding tasks/ assignments, specify which member or group within the Council is responsible for its completion, and include a specific timeline for the completion of the assignments

Objective 5: Review and recommend workforce development training curriculum, activities and credential certifications	Ron Pardini, Heather Steel, Jeff Bryant, De Salazar	June 30, 2015
Objective 6: Identify and apply for federal funding sources for training and education	Ansara Martino and Partners	Quarterly reporting
Objective 7: Generate resources to support sector's work and projects	Ansara Martino and Partners	Quarterly reporting
Objective 8: Report the findings of the council and its recommendations for training and education policies to GWIB	Sector Chair	Quarterly reporting

GENERAL INFORMATION/COMMENTS

Provide any additional information/comments/documents for review that should be included in the Strategic Plan.

BUSINESS REFERENCES/GUIDELINE

For review embedded is the Sector Councils Bylaws as a reference and guideline to this Strategic Plan.