

The Workforce Collaborative for the Southern Sector

March 26, 2018

**Dallas County Community College District Office
Dallas, Texas**

Compression Planning Summary Report

**Designed and Facilitated by:
Dr. Sharon L. Blackman**

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Session Participants

| | |
|----------------------|------------------------|
| Dr. Jennifer Wimbish | Concord Church |
| Rev. Mark Porter | Harmony/Concord Church |
| Rev. Chris Wheel | OCBF |
| Myyah Denson | OCBF |
| Ken Goodgames | Community Council |
| Alma Garcia | Community Council |
| Flora Webb | FWBC |
| Consuelo Sanchez | KLLM |
| Alvin James | TD Jakes Ministries |
| T-Ray Manley | Community Council |
| Grace Carleton | The Paper Plate |
| Candy Bradshaw | Candy Bradshaw |
| LaShonne Watts | Neighbor-Up |

Facilitators

Dr. Sharon L. Blackman
Dr. Sharon Davis
Dr. Adrian Douglas
Mrs. Treschell Seymore

The Workforce Collaborative for the Southern Sector

AGENDA

TOPIC

Create the Workforce Collaborative for the Southern Sector

BACKGROUND

Groups have previously met to discuss Economic and Workforce Development in the Southern Sector
Some groups have determined they want to work as a collaborative to address Workforce Development in the Southern Sector

These groups want to prepare for Future Workforce Opportunities

There is a need to unite the efforts of numerous small programs

OVERALL PURPOSE

Develop a Collaborative Plan to address Workforce needs in Southern Dallas

PURPOSE OF SESSION

Identify the plan, the steps to implement plan and identify responsibilities of those involved with the Plan

NON-PURPOSE OF THE SESSION

To address the economic development issues of the Southern Sector

HEADERS

- Identify the Goals
- Identify the Strategies to Accomplish the Goals
- Identify Who is Responsible
- Identify the Timeline to Accomplish the Strategy

DEVELOPING A WORKFORCE COLLABORATIVE

Identification of Goals

GOAL 1 – Identify and vet resources, gaps redundancies, other agencies providing similar resources (11 dots)

GOAL 2 – Define what we mean by database/repository and create a database with real-time access information on jobs, services and case management opportunities (6 dots)

GOAL 3 – Develop a cross-agency referral process to include wrap-around services (6 dots)

Non-Selected Goals identified receiving dots

- Develop a job readiness program or endorse a current good program/Develop a system for assessment and connections to jobs (3dots)
- Create a standardized process/agreement for setting prices/services (3 dots)
- Identify Employers to offer training to citizens of Southern Sector for their jobs (1 dot)
- Recruit unemployed and underemployed (1 dot)
- Have mentors/coaches work with clients (1 dot)
- Identify employers who commit to path of livable wages (1 dot)

Non-Selected Goals identified not receiving dots

- Identify the leadership owner; create structure and identify roles
- Create a communication plan for all parties
- Model Baltimore concept for social enterprise
- Identify Funding Sources
- Consistent Client Services – Identify on Assessment process that is consistent across agencies
- Ensure appropriate parties are at the table; Beware of those who Do Not want to collaborate
- Identify measurable goals/metrics for workforce in Southern Sector

Identification of the Strategies to Accomplish the Goals

GOAL 1 – Identify and vet resources, gaps redundancies, other agencies providing similar resources

- Identify all organizations who provide workforce services
- Identify resources that we will endorse after vetting
- Identify funding sources for project/Identify funding resources to conduct asset mapping (*Community Council has funding*)
- Select an unbiased third party to conduct asset mapping/criteria for evaluating organizations/Identify an entity to perform community asset mapping [graduate program]

Goal 1 Strategy: Identification of Organizations providing Workforce Services

- Inventory organizations within the community
- Compile a list of work already done to identify organizations
- Categorize type of services (SWOT Analysis)
- Develop Need-Based Action Plan based on SWOT Analysis
- Address major barriers (transportation, childcare, work-ready skills)

GOAL 2 – Define what we mean by database/repository and create a database with real-time access information on jobs, services and case management opportunities

- Identify existing and new databases within Dallas County
- Create/Identify databases that can be used by customer or provider
- Benchmark processes used by other cities/international (also) that have figured out how to share data

Goal 2 Strategy A: Identification of existing and new databases and determine the database that can be used by customer, provider and employer

Goal 2 Strategy B: Benchmark processes that can be adapted by the Collaborative to enhance the Workforce Database

GOAL 3 – Develop a cross-agency referral process to include wrap-around services

- Utilize an existing referral system and enhance it
- Create a template for intake that will feed all different agencies with a profile with needs
- Link current databases that exist to create profiles for agencies
- Build referral and tracking process into database

Goal 3 Strategy: Create an intake template to be used by different agencies by using and enhancing an existing referral system

Other Strategies Generated in Goals Discussion

Goal 1:

- Clearly define desired outcomes (What does Success look like?)
- Define service area
- Incentivize organizations to work together or use existing money to encourage collaboration
- Include employers' needs for perspective for buy-in

Goal 2:

- Train/mentor small organizations on use of database
- Clearly define desired outcome (What does success look like?)
- Utilize resources from DCCCD institutional effectiveness/data research
- Obtain info from Communities Council re: PCCI data (Iris Pieces)
- Mechanism to evaluate database information
- Database should include assessment/intake from client perspective & provider perspective
- Develop a low fee/fee entry point for small organizations to opt into database
- Leverage money identified for future city goals/initiatives
- Pilot projects in the Southern Sector with specific outcomes and timelines

Goal 3:

- Build referral & tracking process into database
- Clearly define desired outcome (What does success look like?)

Implementation of the Workforce Collaborative Plan

GOAL 1 – Identify and vet resources, gaps redundancies, other agencies providing similar resources

Goal 1 Strategy: Identification of Organizations providing Workforce Services

Who Will Do It?

Ken Goodgames (Community Council)

Chris Wheel (OCBF)

Mark Porter (Concord)

T-Ray Manley (Community Council) – will let Ken know if he will assist

Deadline: June 30, 2018

Expected Results: A) Asset Map Gap Analysis Services Identified; B) Southern Sector will be part of pilot

GOAL 2 – Define what we mean by database/repository and create a database with real-time access information on jobs, services and case management opportunities

Goal 2 Strategy A: Identification of existing and new databases and determine the database that can be used by customer, provider and employer

Who Will Do It?

Chris Wheel

T-Ray Manley

Candy Bradshaw

Deadline: June 30, 2018

Expected Results: Identified Database

Goal 2 Strategy B: Benchmark processes that can be adapted by the Collaborative to enhance the Workforce Database

Who Will Do It?

Jennifer Wimbish

Grace Carlton

Deadline: June 1, 2018

Expected Results: 3 – 5 City Models

GOAL 3 – Develop a cross-agency referral process to include wrap-around services

Goal 3 Strategy: Create an intake template to be used by different agencies by using and enhancing an existing referral system

Who Will Do It?

Chris Wheel

Alma Garcia
Flora Webb
T-Ray Manley
Candy Bradshaw - Lead

Deadline: June 1, 2018

Expected Results: Profile Template to be included in database

Compression Planning Session Feedback

What Went Well

Attendance of various churches and organizations coming together
Good Facilitation
Being Able to Flush out Outcomes
Good Process

What Would We Change for Our Next Session?

Send Background Out in Advance
Additional Organizations participating, including TWC
Hold session on different day of the week
Other meeting time: Once a month; Wednesday or Thursday

Lessons Learned

People are already doing things we're trying to accomplish
Need collaboration to vet out what's happening in our community