Regional Talent Network Planning Course

Welcome to the EMS Regional Talent Network Planning Course! This easy-to-use course supports you and your colleagues in building on your current best practices to document a strategy, plan, and corresponding budget that can help you and identify and secure resources to augment your regional talent networks and opportunities for student success.

This professional development course is intended to leverage your existing research and capabilities while assembling critical documentation in easy-to-use templates in areas such as: 1) forming a leadership coalition; 2) ensuring workforce alignment; 3) vision for (and gaps in) the student experience; 4) new designs for college affordability; 5) benefits of a regionally integrated platform; and 6) mechanisms for continuous improvement.

A substantive part of the course experience includes regular Zoom consultations with subject matter experts to discuss key components of the plan and budget appropriate to your region, along with best practices and insights from other regions and networks. A proposed schedule that requires approximately four-to-six hours a week (16 weeks) and would result in a shovel-ready proposal and budget by the end of the course.

Regional Talent Network – Talent Flywheel
Strengthening Regional Economies

Leadership Coalition: K12, Higher Ed, Community and Workforce leadership regional talent plan alignment.

Workforce Alignment: Ensuring every student is on an achievable path to community valued living wage job.

Student Experience: User centered design student journey map to define wrap around services.

College Affordability: Leverage public and regional funding to address the #1 barrier for students.

Integrated Platforms: Empowering students and those serving them with new tech enabled platforms.

Continuous Improvement: Convening Communities of Practice to share knowledge, experiences, and meaningful, accurate, and real-time data.

Course Outline

Course Introduction: Planning Your Path
Learners will analyze their area's professional and organizational readiness, reflect on the findings, and create an initial project charter and schedule to guide their path through the course.

Modules and Learning Objectives	Key Deliverables
Module 1 Leadership Coalition	
Learners will create a plan for how to establish an advisory and data governance to include educational, community, and a working leadership group. The working leadership plan will include budgeting for the staff required to manage the work. Additionally, the leadership coalition will model the use of regional data that drills down to regional institutions and looks at the data by race, gender, place, and economic status as a foundation for setting and achieving goals.	Summary of key regional data and a plan for building leadership and capacity.
Module 2 Workforce Alignment	
Learners will analyze alignment between labor demand and educational supply by creating a list of highest-demand jobs (focus on high-wage, middle-skills jobs), identify relevant, supporting, local programs / certificates, and a plan for targeting local employers to help expand participation in and completion of these programs.	Synthesis of regional workforce pathways, gaps, and potential opportunities with employers.
Module 3: Student Experience	
Learners will identify keys to student success and where local stakeholders 1) have practices that align with the best tactics for student success and 2) where better data access is needed to deliver on these tactics.	Student journey map with resources and data to support the student experience.
Module 4: College Affordability	
Learners will identify barriers to college affordability and a proposal for removing barriers with local stakeholders. The college affordability plan will include ALL students in an inclusive and equitable design recognizing that engaging ALL students is the only way to deliver on regional talent and build strong and inclusive regional economies.	Vision for affordability and a plan and budget to source potential scholarships.
Module 5: Integrated Platforms	
Learners will identify the data architecture, data-sharing agreements, and platform requirements that are be needed to deliver on the vision for the Student Experience as well as information about a technical partner to help them achieve this vision on timeline.	Plan and budget for implementing an integrated platforms.
Module 6: Continuous Improvement	
Create a vision for continuous improvement, and operationally, how these strategies would be implemented through governance and community of practice meetings to deliver results.	Plan for collaborative monitoring of results over time.
Conclusion: Pulling the Pieces Together	
Learners will synthesize materials and create a self-assessment of progress made against the original goals.	A three-year plan and budget, with supporting data.