



# 2026-2029 Greater Grant County Workforce Pipeline Strategic Direction

## WORKFORCE PIPELINE VISION:

Grant County is a place where hospitality meets opportunity, creating a vibrant community with meaningful jobs, strong businesses, and a high quality of life for all.

## GREATER GRANT COUNTY'S WORKFORCE PIPELINE MOONSHOT:

A connected workforce ecosystem where employers, schools, and community partners work together to prepare, attract, and retain talent for the jobs of today and the opportunities of tomorrow.

## WHAT GUIDES OUR WORK:

Our moonshot is about more than filling jobs. It is about creating conditions for people to build meaningful careers, create connections, and put down roots in Grant County.

## STRATEGIC GOALS:



### ENGAGE EMPLOYERS

**Goal:** Increase employer participation in shaping and supporting Grant County's talent pipeline.



### ALIGN PATHWAYS

**Goal:** Align education, training, and career experiences with local workforce opportunities.



### STRENGTHEN SYSTEMS

**Goal:** Strengthen the shared systems, tools, and coordination needed to sustain county-wide workforce efforts.



### ELEVATE AWARENESS

**Goal:** Elevate awareness of local opportunities, talent, and career possibilities across Grant County.

## ENGAGE EMPLOYERS

### **Foster employer driven engagement and leadership**

- Re-launch the Grant County Talent Coalition, a county-wide employer leadership group focused on workforce and talent pipeline development.
- Develop a process for employers to regularly communicate hiring trends, workforce gaps, and future talent needs.

### **Expand employer participation in work-based learning opportunities**

- Support employer creation of internships, job shadows, apprenticeships, and career exploration activities.
- Create employer guides on how to host students and structure work-based learning experiences.
- Identify employers willing to pilot innovative workforce development and internship models.

## ALIGN PATHWAYS

### **Improve local career pathway alignment**

- Align school pathways and training programs with current and projected local workforce needs
- Integrate future-focused workforce skills training into educational programming.
- Improve alignment between credentials of value, career pathways, and employer needs

### **Implement a systems-based approach to internships and work-based learning**

- Build a county-wide work-based learning infrastructure to support schools, students, and employers
- Establish shared internship processes and expectations across schools districts
- Ensure work-based learning opportunities are available to students across the entire county

### **Expand workforce readiness and skill development**

- Develop opportunities that strengthen workplace readiness, communication, professionalism, & technical skills
- Develop strategies to reduce underemployment and increase workforce participation

## STRENGTHEN SYSTEMS

### **Facilitate shared infrastructure and coordination**

- Establish a county-wide workforce development strategic action plan
- Develop shared systems for communication, coordination, and data sharing amount partners
- Develop shared definitions, language, and expectations for skills, credentials, and workforce readiness

### **Utilize data for continuous improvement**

- Use labor market data and workforce trends to guide decision-making.
- Develop systems for collecting employer, student, and educator feedback
- Use data to continuously refine and develop talent pipeline strategies

### **Focus on resource and capacity building**

- Develop tools and resources to support employers implementing work-based learning
- Identify funding opportunities and resources to sustain workforce initiatives

## ELEVATE AWARENESS

### **Awareness and communication**

- Increase awareness of local career opportunities available within Grant County
- Promote positive stories highlighting local employers, students, and workforce success stories
- Share workforce and labor market data in accessible, community-friendly formats

### **Student and community engagement**

- Promote talent retention by helping students envision long-term careers within Grant County
- Expand county-wide career fairs, showcases, and student engagement events
- Launch community-wide workforce participation and career advancement campaigns

### **Talent attraction and retention**

- Strengthen efforts to retain young talent and promote Grant County as a place where individuals can build meaningful careers and lives.