



Lake County  
**Workforce Development Board**

**Lake County  
Workforce Development Board  
Strategic Plan**

2025-2029

[www.LakeCountyWorkforce.org](http://www.LakeCountyWorkforce.org)



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**The Lake County Workforce Development Board is a coalition of committed volunteer leaders from business and industry, government, labor, education, and community organizations. Together, we provide strategic direction and oversight for workforce development investments. By aligning funding with regional priorities, the Board ensures that employers have access to a skilled talent pipeline, job seekers are connected to meaningful employment opportunities, and communities experience sustained economic growth and prosperity.**





# Strategic Plan Snapshot

## Mission

To ensure a workforce equipped for today and prepared for tomorrow.

## Vision

To be a leader in the workforce development system that produces a highly skilled workforce and powers Lake County's economic vitality and quality of life.

Key Imperatives	Data-Driven Objectives
 <p><b>Drive Scalable, Industry-Led Workforce Solutions</b></p>	<p>Strengthen partnerships with key industries and small businesses, aligning talent needs with workforce initiatives</p> <p>Drive growth in economic and workforce opportunities through a seamless Lake County Workforce Ecosystem</p>
 <p><b>Create a Culture of Economic Prosperity</b></p>	<p>Establish more service points and opportunities in all communities</p> <p>Tailor programs to meet individuals at their unique starting points and empower all to succeed</p> <p>Unify a strategic network of workforce partners</p>
 <p><b>Accelerate Career Pathways</b></p>	<p>Facilitate meaningful career and job exposure for high school students and young adults</p> <p>Optimize investment in education, training programs, and skill-building programs</p>
 <p><b>Foster Excellence and Accountability Within a High-Impact Workforce Board</b></p>	<p>Increase the workforce board's commitment in regional, state, and national discussions</p> <p>Drive continuous improvement to support sustainable growth and long-term financial stability</p> <p>Empower the board to lead with greater impact and influence</p>

## Strategic Plan Top Priority Themes



Aim to **increase services** to individuals and businesses

**21,000**

Services are delivered annually through the Job Center of Lake County

**2,000+**

Businesses and employers actively seek out job candidates and workforce solutions



Promote economic **growth**

**\$35,726,540**

ROI for total estimated annual earnings for all employed via grant-funded programs



Address industry needs through improved stakeholder and business **relationships**

**100**

Employer partners host an intern, high school student, career changer, or newly skilled worker



Expand **youth employment** by building early connections and career-aligned experiences

**175**

High school students placed in their first job each summer



Streamline data-driven **talent development**

**\$2,904,062**

Federal grant funds invested in skills development in 2024

**1,131**

Job candidates successfully complete workforce programs in 2024



Emphasize the importance of collaboration, engagement and **results-oriented action**

**36**

Industry, labor, community, government, and education leaders serve on the Workforce Development Board



## Key Imperative: Drive Scalable, Industry-Led Workforce Solutions

- ✓ Strengthen partnerships with key industries and small businesses, aligning talent needs with workforce initiatives
- ✓ Drive growth in economic and workforce opportunities through a seamless Lake County Workforce Ecosystem

### **1. Facilitate partnerships among economic development, education, and business sectors for a streamlined pathway from training to employment.**

- a. Focus on engaging high-demand industries and supporting small businesses with an emphasis on minority and women-owned.
- b. Develop more apprenticeship opportunities across various industries in collaboration with key stakeholders.
- c. Strengthen connections and partnerships with labor and trade organizations.

### **2. Strengthen partnerships with high-demand and emerging industries through continuous engagement to align workforce initiatives with employer needs.**

- a. Reinforce partnerships with industry associations and groups including the Manufacturing Alliance.
- b. Increase availability of employer training grants.
- c. Foster growth and development with emerging industries to expand the economy.

### **3. Build a collaborative ecosystem with education, business, and community partners to deliver seamless and holistic workforce solutions.**

- a. Strengthen connections with local chambers and develop collaborative convenings with partners and stakeholders.
- b. Implement action plans, communication strategies, and sustainable data-sharing agreements to optimize business outreach and measure outcomes.

## **Key Takeaways**

- “I’m a member of a Workforce Board that ensures training investments match real business demand.”
- “We work directly with employers to design solutions that grow companies and careers.”
- “The Workforce Board has a commitment to emerging industries including creating equitable pathways for all residents to participate in the jobs of the future.”





## Key Imperative: Create a Culture of Economic Prosperity

- ✓ Establish more service points and opportunities in all communities
- ✓ Tailor programs to meet individuals at their unique starting points and empower all to succeed
- ✓ Unify a strategic network of workforce partners

### **1. Expand workforce services by increasing service points throughout Lake County.**

- a. Enhance the Job Center on the Move by leveraging community workers and advanced technology.
- b. Track and manage data to better understand and address community needs.

### **2. Create adaptable programs that support participants' personal and professional growth.**

- a. Expand youth services across communities and agencies and formalize a consistent youth voice to inform program delivery.
- b. Ensure a welcoming culture for all job candidates.
- c. Increase programming to digital literacy, financial literacy, mental health, supportive services, and technology.

### **3. Drive a communication strategy that emphasizes the work of the Job Center partners and stakeholders.**

- a. Increase outreach and recruitment through meaningful and robust communication tools.

b. Create a unified message and strategies that resonate with all job candidates.

c. Maintain an up-to-date information and engaging social media presence.

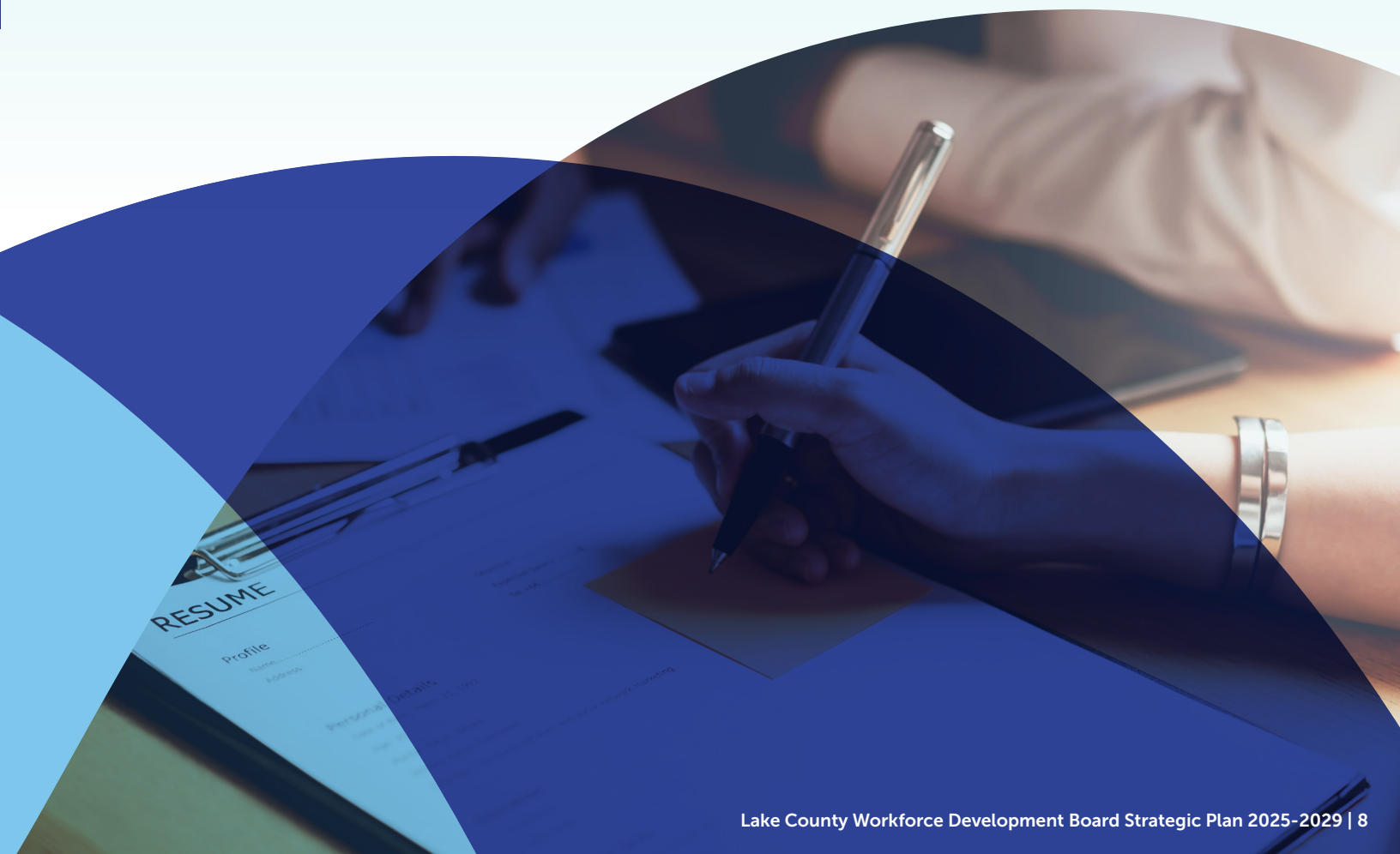
**4. Execute the Service Integration Action Plan to strengthen partner collaboration and deliver cohesive services.**

a. Engage partners in the creation of sustainable progress plans to ensure the long-term success and impact of workforce development efforts.

b. Foster a unified commitment to ongoing success and community growth.

## Key Takeaways

- “I’m a member of a Workforce Board that is committed to delivering services directly to those who need them most.”
- “The Board leads a system of partners working together to transform how talent is developed and supported in response to the evolving needs of industry and employers.”
- “We advocate for strong and stable federal workforce programming and funding as essential to advancing economic growth, innovation, and opportunity across our communities.”





## Key Imperative: Accelerate Career Pathways

- ✓ Facilitate meaningful career and job exposure for high school students and young adults
- ✓ Optimize investment in education, training programs, and skill-building programs

### **1. Expand the Summer Youth Employment Program to offer comprehensive job experiences and career readiness for youth countywide.**

- a. Develop strategies to connect students to workforce opportunities early.
- b. Align summer job programs with internship opportunities and career-oriented experiences.
- c. Increase the availability of summer jobs by securing employer commitments and hands-on experiences.

### **2. Expand partnerships with high schools to develop STEM internships and career exploration opportunities for students.**

- a. Introduce and support pre-apprenticeship and work-based learning programs to help youth gain foundational skills.
- b. Promote career awareness and early workforce readiness.

### **3. Work with educators and industry partners to deliver flexible programming.**

- a. Expand short-term training programs that provide credentialing to meet immediate workforce needs.
- b. Ensure training programs are designed to lead to employment opportunities and high wages.
- c. Support training and education that connects individuals with high-growth industries, good job pathways, and skill-building for career progression.

### **4. Deploy job readiness and workplace essential skills training and framework.**

- a. Promote instructor-led workshops and provide tools and technology to prepare individuals for the workforce.
- b. Collaborate with partners and stakeholders to deliver literacy programs.

## **Key Takeaways**

- “I’m part of a Workforce Board that understands and supports the vital role youth and young adults play in the future workforce for our local employers.”
- “We work directly with the local education system to develop training, career exploration programs, and first job opportunities to meet future business demand.”





## **Key Imperative: Foster Excellence and Accountability Within a High-Impact Workforce Board**

- ✓ Increase the workforce board's commitment in regional, state, and national discussions
- ✓ Drive continuous improvement to support sustainable growth and long-term financial stability
- ✓ Empower the board to lead with greater impact and influence

### **1. Prioritize engagement strategies with board members, legislators, community leaders, and peers to drive impactful workforce policies and practices.**

- a. Cultivate a pipeline of visionary leaders who bring expertise, insight, and unwavering commitment to the mission.
- b. Empower high-potential leaders through mentorship and cross-function experiences.
- c. Board members and directors are committed to influencing policy and driving change by serving on influential boards and committees.
- d. Establish the board as a key partner in policy discussions through proactive, transparent, and data-driven communications with legislators and local elected officials.

## **2. Proactively secure funding from federal, state, and private sources to support workforce initiatives and ensure program sustainability.**

- a. Diversify funding, reduce dependency on a single source, and ensure financial flexibility to enable advanced workforce solutions.
- b. Committed to maintaining the highest standards of financial integrity and compliance.

## **3. Drive a communication strategy that reinforces the Board and its members' role in shaping workforce development strategies.**

- a. Develop and deploy meaningful communication tools that foster genuine engagement and inspire action.
  - b. Establish a cohesive and unified messaging framework reinforcing our brand, increase awareness, and drive action.
  - c. Maintain an active, responsive, and up-to-date presence across key platforms.
- ## **4. Create opportunities to share data, insights, and successful practices.**
- a. Bring together industry, government, education, and community to ensure initiatives remain relevant and responsive.
  - b. Ensure every meeting is purposeful, designed to maximize engagement through thoughtful discussion and with a focus on actionable outcomes.

## **Key Takeaways**

- “The Workforce Board oversees millions in federal and state workforce funds, ensuring every dollar is used effectively to deliver measurable results for job seekers, employers, and taxpayers.”
- “I’m a member of a Workforce Board that values my unique personal and professional perspectives and solicits my input to guide and shape the Board’s role in the local workforce ecosystem.”
- “As board members, we are committed to making a measurable, sustained impact on the local communities.”





## Additional Value Proposition Statements

Beyond the Key Takeaways outlined on the previous pages, there are additional value proposition statements board members may use and customize to further reiterate and amplify the critical role each board member plays within the workforce development system.

- “I’m a member of a Workforce Board committed to putting in the work to be high-impact, innovative, and forward-thinking.”
- “I’m a member of a Workforce Board that values a wide array of community partners, each of which needs to be at the table to develop a unified message about the future needs of talent and industry in Lake County.”
- “We are focused on real-world, attainable solutions that empower individuals for success.”
- “Our Workforce Board is a critical part of the region’s economic strategy. By aligning workforce development with employer needs, we help attract, retain, and grow businesses while ensuring residents are prepared for the jobs of the future.”
- “We regularly collaborate with local partners across all facets of higher education, industry, and economic development to build and maintain a strong workforce ecosystem.”
- “Our Board invests in key industry sectors that drive regional growth—such as healthcare, manufacturing, information technology, and transportation. We work directly with employers and educators to align training programs with industry demand, ensuring local talent is prepared for the jobs of today and tomorrow.”
- “We take pride in the Board’s fiscal integrity—every investment we make is guided by data, accountability, and our strategic plan to ensure maximum impact and transparency.”





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## 2025-2029

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