WorkforceVector℠ Root Cause Matrix

Notes:
0- Marketing activities should be pursued only after progress is made on addressing the root causes affecting the targeted workforce element.
1- Retention-related root causes may affect out-migration success.
2- Not-employed Males cross with many workforce elements, including those with a disability, low-income, formerly incarcerated, and more.
3- See Females, Individuals with a Disability, and Part-time Employees.
4- See Individuals with a Disability and Individuals Recently Incarcerated.
5- Low-income individuals cross with many workforce elements, including Females, Latinos, Individuals with a Disability, Part-time employees, and more.
6- See Individuals with Income < Poverty Level and Individuals Experiencing Homelessness.
7- See Females and Indiv. 14-19 and 55-74 years old.
8- See Individuals with a Disability, Individuals with Income < Poverty Level, and Individuals 14-19 years old.
9- See Individuals with a Disability.
10- See Females and Remote Workers.

		Workforce Elements																																						
		Employee Output			Retention			Not in the Labor Force																		Employed													Future Workforce		
		Capital Investments	Labor Composition	Process Improvements	Employee Retention	Layoffs	Out-migration [1]	Students 14-15	Non-students 16-19	Students 16-19	Females 20-54 Years Old	Males 20-54 Years Old [2]	Individuals 55-74 [3]	Females with Children < 6	Foreign Born - Naturalized Citizen	Foreign Born – Not a U.S. Citizen	Individuals with a Disability	Indiv. Experiencing Homelessness [4]	Indiv. w/ Income < Poverty Level [5]	Indiv. Recently Incarcerated [6]	Latinos	Part-time Employees [7]	Unemployed [8]	Veterans [9]	Volunteers	In-commuters	Out-commuters	Remote Workers	In-state/Out-of-state Migration	International Migration	Refugees	Contract/ Temp Workers	Part-time to Full-time Employees	Poaching	Second-job Employees [10]	Self-employed Individuals	Apprenticeships	Internships	Youth Programs
Root Causes	Accommodations											X	*	X			X	*		X			*	*					X	X									
	Amenities						X																					X												
	Child/ Family Care				X		*				X	X		X					X	*	X	X	*						X	X		X		*				
	Communication	X		X				X	X	X						X		X	*		X				X				X	X	X								
	Culture/ Family	X	X	X	X	X	X	X			X	*	*	X	X	X	X	*	*	X				X	X			X	X	X	X	X		X		X				X
	Diversity/ Equity/ Inclusion		X				X					X	X	X	X	X		X	X	*	X		X	X				X	X	X	X						X	X
	Expertise/ Learning/ Training	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X			X	X	X	X	X			X		X	X	
	Housing						X											X	X	X									X	X	X							X	
	Job Opp./ Job Fit/ Econ. Vitality		X		X		X	X	X	X	X	X	X	X		X	X	*	X	*		X	X	X	X	X	X	X	X			X		X	X		X		
	Job Security	X			X		X					X							X	*						X	X		X			X	X		X	X	X		
	Load/ Staff-Leveling			X	X	X	*												X	*																			
	Management/ Supervisor	X	X	X	X	X	*	X		X			*	X	X	X	X	*	*			*	*	*	X			X		X	X	X				X	X	X	
	Network											X	X			X		X	X	X	X		X		X					X	X	X		X			X		
	Operational Excellence/ Safety	X	X	X		X		X	X	X															X				X			X		X			X	X	X
	Partnerships							X		X							X	X		*										X	X					X	X	
	Policy Restrictions – External	X				X		X		X	X	X	X	X		X	X		X	X		X								X	X		X	X	X	X		X	
	Policy Restrictions - Internal					X		X	X	X		*	X			X		X	X	X		X		X		X		X						*			X	
	Project Management	X		X																																			
	Project Selection/ Scope	X		X																					X														
	Program/ Staffing Cost	X		X																				X													X		X
	Settlement/ Transition Services																	*		X									X	X									
	Transportation						X	X	X	X		*				X	X	X	X	X		*	X			X			X	X	X							X	X
	Wages and Benefits		X	X	X		X	X	X	X	X	X	X	X	X			*	X	X	X	X	X	X	X	X	X		X	X	X	X	X	X	X	X		X	
	Work Schedule/ Location				X		X	X		X	X	*	X	X	X		X	*	X	*	X	X	X	*	X	X			X	X	X	X	X	X	X	X		X	X
	Targeted Marketing/ Engagement [0]				X		X	X	X	X	X	*	X	X	X	X	X	X	X	X	X	X	X		X	X		X	X	X	X		X			X	X	X

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