

# WorkforceVector<sup>SM</sup> Strategy Map

1.2 Workforce Vision	Future State:			
To reach our vision, every day we will:				
Specific			General	
5. Investment	5.1 Investment Tactics		5.2 Investment Strategies	
	1.		1.	
	2.		2.	
	3.		3.	
4. Operational Excellence	4.1A Future Employee Management (Recruiting)	4.1B Current Employee Management (Retention)	4.2 Workforce Innovation	4.3 Risk Management
	1.	1.	1.	1.
	2.	2.	2.	2.
	3.	3.	3.	3.
3. Workforce Strategy - Value Proposition -	3.1 Workforce Root Causes (Product and Service Attributes)		3.2 Workforce Image and Reputation	
	1.		A.	
	2.		B.	
	3.		C.	
2. Workforce Strategy - Customer -	2.4 Workforce Element Decisions (Workforce Relationship)	2.3 Workforce Values	Information Capital	
	1.	A.	2.2 Competitor Analysis	2.1 Workforce Vector = W.E. + W.P.
	2.	B.	1.	<a href="http://www.midwestworkforce.com/resources/county-data">www.midwestworkforce.com/resources/county-data</a>
	3.	C.	2.	
	4.	D.	3.	
	5.	E.	4.	
1.1 Workforce Vision	Current State:			

## 2.1 Workforce Elements

## 2.1 Workforce Root Causes

### Employee Output

- 1.1 Capital Investments
- 1.2 Labor Composition
- 1.3 Process Improvements

### Retention

- 2.1 Employee Retention
- 2.2 Layoffs
- 2.3 Out-migration

### Not in the Labor Force

- 3.1 Students 14-15
- 3.2 Non-students 16-19
- 3.3 Students 16-19
- 3.4 Females 20-54
- 3.5 Males 20-54
- 3.6 Individuals 55-74
- 3.7 Females with Children <6
- 3.8 Foreign Born – Naturalized Citizen
- 3.9 Foreign Born – Not a U.S. Citizen
- 3.10 Individuals with a Disability
- 3.11 Individuals Experiencing Homelessness
- 3.12 Individuals with Income < Poverty Level
- 3.13 Individuals without a College Degree
- 3.14 Individuals Recently Incarcerated
- 3.15 Latinos
- 3.16 Part-time Employees
- 3.17 Unemployed\*
- 3.18 Veterans
- 3.19 Volunteers

### Employed Elsewhere

- 4.1 In-commuters
- 4.2 Out-commuters
- 4.3 Remote Workers
- 4.4 In-state Migration
- 4.5 Out-of-state Migration
- 4.6 International Migration
- 4.7 Refugees
- 4.8 Contract/ Temp Workers
- 4.9 Part-time to Full-time Employees
- 4.10 Poaching
- 4.11 Second-job Employees
- 4.12 Self-employed Individuals

### Future Employees

- 5.1 Apprenticeships
- 5.2 Internships
- 5.3 Youth Programs

- 1. Accommodations
- 2. Amenities
- 3. Child/ Family Care
- 4. Communication
- 5. Culture/ Family
- 6. Diversity/ Equity/ Inclusion
- 7. Expertise/ Learning/ Training
- 8. Housing
- 9. Job Opportunity/ Job Fit/ Economic Vitality
- 10. Job Security
- 11. Load/ Staff Leveling
- 12. Management/ Supervisor
- 13. Network
- 14. Operational Excellence/ Safety
- 15. Partnerships
- 16. Policy Restrictions - External
- 17. Policy Restrictions - Internal
- 18. Project Management
- 19. Project Selection/ Scope
- 20. Program/ Staffing Cost
- 21. Settlement/ Transition Services
- 22. Transportation
- 23. Wages and Benefits
- 24. Work Schedule/ Location
- 25. Targeted Marketing/ Engagement