

## 5.5: Workforce Planning Outcomes

### Learning Outcomes

- Discuss the outcome of workforce planning

The outcome of the workforce planning process is a workforce development plan that translates human resource-related analysis conducted during the strategic and workforce planning processes into a human resource plan of action.

### ✓ Diablo Valley College's (DVC) Workforce Development

Although it serves as a master plan for workforce development in an academic versus business setting, Diablo Valley College's (DVC) Workforce Development plan is excellent perspective on a workforce planning deliverable. The purpose of the plan was to develop a framework for 2015–2020 that maintains successful curriculum and programming and program management elements and “develops and maintains programs that are responsive to industry needs, data-driven and evaluated, co-developed with partners, and ensure success for all students.”<sup>[1]</sup>

The primary components of the plan are:

- **Vision Statement.** A projection of what the future would look like if Workforce Development Programs were completely successful
- **Mission Statement.** How DVC workforce development proposes to reach the envisioned future
- **Guiding Principles.** Criteria for making decisions about strategies that support the goals
- **Goals.** What the plan is intended to work toward in the next five years
- **Implementation Grid.** Long-term outcomes, strategies that will lead to these outcomes, and anticipated intermediate outcomes for each strategy.

The plan includes supporting documentation, including a summary of the planning and data collection process, a summary of the underlying research and data and a summary of findings. The plan is presented in context, including a statement of the program's vision, mission and guiding principles and articulation of how the program aligns with the college's mission and strategic plan. For example, DVC's Workforce Development Program vision statement is to “prepare students with the skills to succeed in an ever-changing global economy based on responding to industry needs.” To the alignment point, the document states that “The DVC-WD Master Plan aims to reinforce components of the mission and goals of both DVC's Strategic Plan (2013-2017), and the Contra Costa Community College District Strategic Plan (2014-2019). Additionally, the Master Plan will further the workforce and economic development elements of both strategic plans.” There is also integrity within the plan. For example, the following points speak specifically to Steering Committee recommendations:

Guiding Principle #5: “Innovative, Data-driven, and Responsive: We utilize relevant data and research to ensure our programs and curriculum are responsive to industry needs, including best practices, and prepare our students for success in their careers.”

Goal 1: “Develop and maintain responsive programs and curriculum that are data-driven, co-developed with industry partners and ensure success and career readiness for all students.”

The goals are further broken down into objectives and specific strategies. For example, one of the objectives related to Goal 1 is “Deepen engagement with external partners to ensure responsive curriculum and programs and increase student career opportunities.” And one of the supporting strategies is: “Engage industry partners and employers in the process of identifying workforce needs and developing programs and curriculum.” The Implementation Grid, excerpted below, also includes specific objectives or success metrics.<sup>[2]</sup>

#### Implementation Grid

Goal 1: Develop and maintain responsive programs and curriculum that are data-drive, co-developed with industry partners, and ensure success and career readiness for all students.

Objective 1a: Deepen engagement with external partners to ensure responsive curriculum and programs and increase student career opportunities.

Goal 1: Develop and maintain responsive programs and curriculum that are data-drive, co-developed with industry partners, and ensure success and career readiness for all students.

Strategies	Intermediate Objectives	Responsible Parties	Timeline	Resources Required	DVC Strategic Plan [Goal/Obj]
Objective 1a: Deepen engagement with external partners to ensure responsive curriculum and programs and increase student career opportunities.					

Strategies	Intermediate Objectives	Responsible Parties	Timeline	Resources Required	DVC Strategic Plan [Goal/Obj]
a. Engage industry partners and employers in the process of identifying workforce needs and developing programs and curriculum.	100% of CTE programs will engage with industry partners two times annually through advisory committee meetings or in regional marketplaces.	CTE Deans and faculty, Workforce Development Manager	Ongoing	Staff/faculty time	Goal 2: Obj 1 Goal 2: Obj 3

In conclusion, the plan is characterized as a “[demand] that we continue to move toward an increased level of collaboration, data-driven decision making, and alignment and coordination, all coming together to support a thriving local economy and ensure that students succeed in career and life.” As economic, social and technological trends continue to transform the world of work, DWC’s conclusion may well become a rallying cry for future workforce development collaborations spanning education, business and government.

### ? Practice Question

<https://assessments.lumenlearning.co...essments/18142>

1. "Master Plan for Workforce Development (WD) Programs." Hatchuel Tabernik and Associates. April 2015. Accessed September 10, 2019. ↵
2. Ibid. ↵

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