

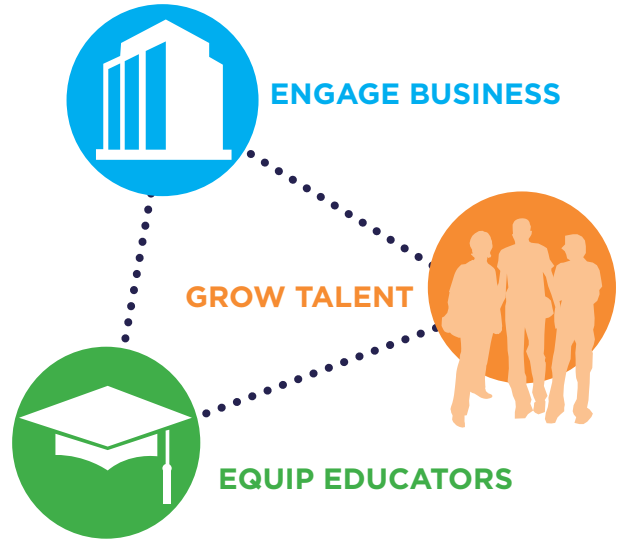


# Growing our Human Capital with **TALENT-TO-INDUSTRY EXCHANGES**

**Talent-to-Industry Exchanges (TIEs)** help ensure that employees in key industries have the skills needed to meet the changing needs of businesses.

These public/private partnerships succeed by:

- Bringing disparate groups together to solve workforce problems.
- Harnessing the expertise of leaders in business, labor, education, economic development and other sectors.
- Convening competitors within specific industries for greater economic impact.



## COMMUNITY OBJECTIVES

### A RESOURCE...

that defines labor demand, education and community assets, talent development gaps and provides strategies to meet specific regional needs.

### A SYSTEM...

where industry needs are systematically shared with educational institutions for the purpose of creating new education opportunities.

### A WORKFORCE...

with the skills and training needed by industry, and clearly defined career pathways for both degree and non-degree occupations.

## SECTOR-SPECIFIC DELIVERABLES



- Economic data analysis
- Discussions with industry leaders and educators



- K-12 intermediary career readiness programs
- Community college and university programming
- Special training and custom-designed programs
- Scholarship availability
- Experiential learning opportunities



- Strategies to meet workforce needs
- A timeline for implementation
- Potential funding sources
- Policy recommendations
- An evaluation strategy
- A recommended strategy leader

### POTENTIAL IMPACT

Expand credentials in high-demand fields.

Expand experiential learning opportunities.

Strengthen pathways for non-degreed workers.

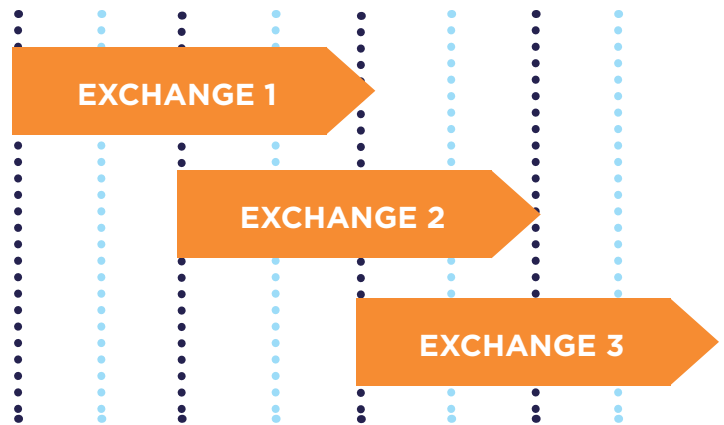
Increase promotion potential of entry employees.

Reduce recruitment costs.

Reduce turnover.

# TALENT-TO-INDUSTRY EXCHANGES

Overlapping exchanges will focus on different sectors of the economy in 2016 and beyond. The goal is to establish a replicable process that will produce industry-specific workforce strategies.



## ROLES & RESPONSIBILITIES

### INDUSTRY LEADER

- Association or group of leading businesses in a chosen industry to act as the co-convenor and recruit exchange members.

### EXCHANGE MEMBERS

- Participate in discussions and verify findings.
- Identify talent development gaps.
- Develop impact strategies.

### EDUCATION STAKEHOLDERS

- Verify findings from exchange process and probe for development of credentials.

## COORDINATION

### COORDINATING COMMITTEE

- Select industries/sectors and recommend industry and education leader(s) to participate in the exchange process.
- Recruit implementation leaders, where necessary.
- Publicly share the analysis and findings.

### MARC STAFF SUPPORT

- MARC provides staff support for the coordinating committee and each sector exchange throughout the process

## SUSTAINABILITY

Talent-to-Industry Exchanges will be funded through a subscription fee from beneficiaries of information, such as education institutions, business organizations, civic organizations and private foundations.

## KEY PARTNERS

Civic Council of Greater Kansas City  
Kansas City Area Development Council  
KC Rising  
Greater Kansas City Chamber of Commerce  
Full Employment Council  
Workforce Partnership  
Mid-America Regional Council

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