3 Laying the Foundations

This section focuses on institutionalizing impact workforce strategies, providing guidance for setting goals, designing programs for retention, and setting the stage for transformative, long-term impact.

3.1 Goal Setting

1. Who is at the table?
2. Understand key terms
3. Define “local”
4. How to set goals
5. Understanding goals over time
6. Develop buy-in and sense of ownership across all levels of leadership
7. Setting the groundwork and gaining trust for successful community relationships

3.2 Retention Strategies

1. Trainings to promote belonging and inclusion
2. Encourage long-term vision
3. Provide wraparound services
4. Collect feedback
5. Maintain realistic expectations

3.3 Setting the Stage for Transformative Impact

1. Design around data and metrics
2. Create a workforce development department
3. Survey your workforce policies and practices
4. Map your community’s assets
5. Plan for sustainability