

2015 RMCTE Strategic Plan

Suggested Strategies and Tactics by Employers:

- Develop and implement aggressive and employer led outreach and awareness initiatives targeting students, parents and high school counselors
- Work with K-12 leadership to start career awareness at middle school level and continue through high school.
- Match experienced workers up with new hires to pass along “tribal” knowledge and to mentor younger employees.
- Create more externships for teachers with manufacturing companies
- Have multiple employers come together to sponsor/develop short term training classes to fill immediate common job openings (example: welders, machinist)
- Provide students tours of local manufacturing companies.
- Partner with are high schools to influence academic programming and provide real world applications to address ongoing skills gaps in math
- Host career fairs for students and parents
- Incorporate soft skills training and work ethic principles in career and technical education programs
- Utilize 2-4 week on-the-job training for skills training graduates that lack a strong work history or are have acquired newly developed industry recognized credential.
- Create more work experience and internship opportunities for youth.

Action Steps for the RMCTE to be Instigated and/or Completed in 6-12 Months:

- Continue to convene employers through the RMCTE in regularly scheduled meetings and related strategic special events.
- October is “Manufacturing” Month. Create outreach and awareness to students about manufacturing careers by partnering with WATC and USD 259 to schedule plant tours and employer presentations to career and technical education students and their parents.
- Post job openings through the Workforce Alliance (kansasworks.com) to help create and maintain a database to match with job seekers, and to help identify a critical mass of needed skills to drive short term training strategies.
- Create workshops and information sessions for manufacturing employers on the development of Industry Recognized Credentials with goal of increased awareness and utilization in hiring practices.
- Support the use of Dream It Do It in Kansas
- Appoint a task force to develop metrics and outcomes to measure the effectiveness and impact of the RMCTE
- Conduct/coordinate meetings between career and tech ed teachers and students with employers at the high schools.
- Monitor and support models and projects to assess soft skills of students and job applicants.

Long Term Goals of the RMCTE:

- Influence curriculum development of career and technical education courses offered by area USDs, tech colleges and community colleges to increase the skill set in the regional labor pool.
- Increase the investments and help to bring resources to South Central Kansas for skills training and job development.
- Grow the number of students in secondary and post-secondary career and technical education programs.