

T A M P A B A Y
PARTNERSHIP

TAMPA BAY WORKS RFI Q&A
THURSDAY, JANUARY 24, 2019

REGIONAL COMPETITIVENESS REPORT



Framework for Competitiveness and Prosperity

- Data-based assessment of regional strengths and weaknesses
- Benchmarks 19 peer and aspirational markets

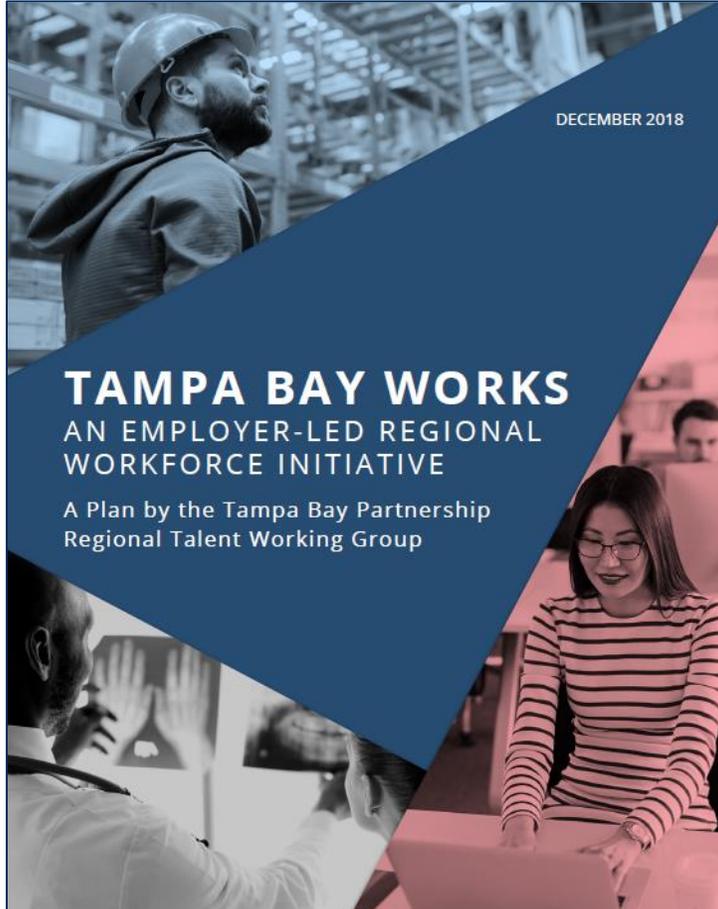
Business and Community Partners

- Regional Indicators Task Force
- United Way and Community Foundation
- Input from more than 100 regional stakeholders

Key Challenges in Talent Pipeline

- Educational attainment
- Disconnected youth
- Labor force participation

REGIONAL WORKFORCE INITIATIVE



Regional Talent Working Group

- 30+ CEOs and senior HR executives
- Research led by TIP Strategies

Key Findings

- 850,000 job openings over next five years
- Workforce system and regional employers lack alignment, coordination and engagement
- Opportunities to provide students and disconnected workers with clear path to high-demand careers

Recommendation

- Employer-led, demand-driven regional workforce initiative
- Launch employer collaboratives as pilot program

TAMPA BAY WORKS



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Executive Director,
Tampa Bay Works



Joe Quick
Consultant,
Talent Pipeline Management™

TALENT PIPELINE MANAGEMENT™



Strategy 1:
Organize Employer Collaboratives



Strategy 2:
Engage in Demand Planning



Strategy 3:
Communicate Competency and
Credential Requirements



Strategy 4:
Analyze Talent Flows



Strategy 5:
Build Talent Supply Chains



Strategy 6:
Continuous Improvement

About the TPM™ Model

- Developed by the U.S. Chamber Foundation
- Employer-led, demand-driven
- Built on industry best practices and supply chain management principles
- Step-by-step process for collective action
- Employs continuous improvement metrics and methods
- Creates shared value, competitiveness and accountability
- Generates granular, actionable data
- Focused on ROI for businesses



U.S. CHAMBER OF COMMERCE FOUNDATION
Education and Workforce

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RFI: WORKFORCE CHALLENGES

An overview of the talent-related “pain points” you are currently experiencing or anticipating

- **Please list and briefly describe the 3-5 primary workforce challenges that face your group of employers. Are these near- or long-term challenges? Do they reflect hiring challenges or issues with incumbent workers?**
- **What occupations for which you are experiencing significant hiring challenges are most critical to your company’s/industry’s success?**
- **How would you rate the urgency of the challenges facing your group?**
- **What activities, if any, are underway to address those challenges?**
- **Have you done any labor studies or relevant demand projections?**

RFI: SECTOR/CLUSTER CHARACTERISTICS

Identifying employers who share an industry sector or talent cluster that plays a key role in driving the regional economy

- **What is the estimated size of your industry sector or talent cluster in the Tampa Bay region?**
- **Please describe any significant regulatory changes, investments, capital projects, or planned expansions that will materially influence your hiring and/or training needs over the next five years.**
- **Are there one or more formal industry associations or collaboratives for your industry sector or talent cluster already in place in the Tampa Bay region?**

RFI: EMPLOYER COMMITMENT

Confirmation of high-level involvement from the CEO or top HR executive at each participating company

- **Please list the names and titles of the executives who agree to participate in the collaborative, and estimate how many employees each company has.**

RFI: TIMELINE

ACTION ITEM	DATE
RFI Release	January 8
Pre-Submission Q&A Meeting	January 24
Deadline for RFI Submittal	February 8
Complete Initial Review of Submittals	February 12
Finalist Interviews	February 14-15
Selection Committee Review	February 19
Decision and Notification	February 21

**Timeline subject to change*

RFI: SELECTION CRITERIA

CRITERIA	POINTS
Evidence of a significant and demonstrated “pain point” or workforce need that will stimulate involvement and engagement.	300 points
Evidence that a group of CEOs, and key staff, representing the industry sector or talent cluster stand ready to provide a high level of commitment to the initiative, and is willing to actively and enthusiastically collaborate with other employers.	300 points
The proposed collaborative represents an industry sector or talent cluster of strategic importance to the Tampa Bay economy.	200 points
Demand for employees will highlight “middle skills” jobs, defined as jobs that require a high school diploma but not necessarily a four-year degree.	100 points
Evidence that members of the proposed collaborative have demonstrated, through specific activities, a commitment to engaging with workforce providers (for example: job fairs, internships and/or apprenticeships, company tours, visits to schools/colleges, etc.)	100 points
TOTAL:	1000 points