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### **Top 10 Ways You Can Help Develop Lehigh Valley's Talent Pipeline!**

On Tuesday January 26<sup>th</sup>, I presented at The Greater Lehigh Valley Chamber of Commerce Lehigh Valley Economic Outlook & Community Development Awards. 700 people attended the luncheon forum located at the ArtsQuest Center at SteelStacks in Bethlehem.

My report included the Lehigh Valley Jobs and Employment Outlook and my first ever "Nancy Dischinat SUPERHERO AWARD!" If you were unable to attend, don't worry, I am sharing highlights of my report below.

The Lehigh Valley Workforce Development Board, Inc. and the Lehigh Valley Economic Development Corporation initiated a **Bridging the Workforce Gap Study** focusing on:

- Examining the regional talent pipeline
- Cataloging the region's workforce providers
- Identifying target sectors and future workforce needs, and
- Completing a gap analysis of education talent output compared to demand

On Lehigh Valley's continued road to economic recovery, we need to rally in building a future workforce pipeline. WE NEED YOUR HELP!

Here are the top 10 ways you can help develop Lehigh Valley's talent pipeline:

- 1.) Tell our 17 school districts, 3 career and technical schools and 2 community colleges and 9 four year institutions, and all the training providers about your training requirements. It is the number one question they want answered. If you do not tell them, they cannot train them!
- 2.) Serve on a career and technical school's occupational advisory committee and give input on what equipment they purchase and credentials students earn.
- 3.) Build a strong collaborative environment with education and training providers. Open your doors to tours and let students, teachers, parents and the community see first-hand your facilities and experience your company culture.
- 4.) Consider internships, externships, apprenticeships and mentorships to keep your workforce pipeline flowing.
- 5.) Ensure that institutional knowledge of your retiring workforce is documented.
- 6.) Whether small or large, develop career pathway plans and succession plans for your workforce.
- 7.) Support state and federal policies that help ensure a pipeline of qualified workers

8.) Work with us to design a Lehigh Valley employability skills curriculum based on your requirements.

9.) Help us identify and analyze issues impacting our workforce

10.) Call me and ask how you can help. I have a list of options.

I'll give you an option you can't refuse!

If you would like a copy of the Bridging the Workforce Gap Study or more talent pipeline ideas, please contact me at [ndischinat@lvwib.org](mailto:ndischinat@lvwib.org)