

# ALBANY–DOUGHERTY WORKS! TALENT DEVELOPMENT STRATEGY 2.0

Talent development is foundational for a thriving community. It helps employers hire and retain qualified employees to meet their evolving business needs. It helps attract businesses looking to locate or expand in a community. It helps individuals identify career opportunities, pursue training and education and secure employment. It also requires intention, partnership, vision and ongoing investment.

The Albany-Dougherty County Works! Talent Development Strategy 2.0 represents a community-wide, two-year roadmap and action plan to strengthen Albany’s talent and its talent pipeline. The strategy was developed by a collaborative of employers, community partners and educational partners and was facilitated by the University of Georgia’s Carl Vinson Institute of Government. The 2023 effort, launched by the Albany Area Chamber Foundation, involved assessment updates to the initial strategy developed in 2020 and builds on the successes and opportunities recognized since its implementation. A collaborative assessed the progress that has been made across the community with respect to talent development and designed an action plan to continue moving the work forward in 2023 and 2024.

The three priority areas identified in 2020 – **Community Coordination & Communication, Youth Pipeline and Continued Adult Preparation** – will continue to define the strategy’s overarching goals.

Talent is the driving force for business location and a critical component of business success. Albany is a strong, innovative and leading community in which people want to live and businesses want to invest. It’s a community in which small businesses emerge and grow and global industries thrive. The Albany-Dougherty County Works! Talent Development Strategy 2.0 leverages Albany’s assets, spirit and community resources to enhance prosperity and maximize impact and opportunities for its citizens and its businesses.



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## 2023-2024 ACTION PLAN

|   | 6 MONTH JULY 2023-DECEMBER 2023  | 12 MONTH JULY 2023-JUNE 2024  | 18 MONTH JULY 2023-DECEMBER 2024  |
|---|--|---|---|
|  <p><b>PRIORITY 1</b><br/><b>Community Connection and Coordination</b></p> | <ul style="list-style-type: none"> <li>✓ Begin implementation of the Albany-Dougherty Works! Talent Development Strategy 2.0 with committees for each priority.</li> <li>✓ Establish a work force development network for shared information.</li> <li>✓ Develop an accountability and progress report structure for the Albany-Dougherty Works! Talent Development Strategy 2.0.</li> </ul> | <ul style="list-style-type: none"> <li>✓ Enhance marketing and outreach of existing work force resources and programs in the community.</li> <li>✓ Collect and analyze additional data to inform work force planning efforts.</li> </ul>  | <ul style="list-style-type: none"> <li>✓ Launch a campaign focused on career path stories.</li> <li>✓ Develop an informative and interactive jobs and work force development platform.</li> </ul> |
|  <p><b>PRIORITY 2</b><br/><b>Youth Pipeline Development</b></p>            | <ul style="list-style-type: none"> <li>✓ Expand Albany-Dougherty Works! Learning Tours for educators, administrators and counselors.</li> <li>✓ Continue efforts of the Go See! Tour to connect businesses and schools.</li> </ul>   | <ul style="list-style-type: none"> <li>✓ Expand career exposure and awareness for Dougherty County students</li> <li>✓ Develop and expand opportunities for mentoring and connection.</li> </ul>  | <ul style="list-style-type: none"> <li>✓ Expand FLEX ABY to expose more students to entrepreneurial thinking and develop employability skills</li> </ul>  |
|  <p><b>PRIORITY 3</b><br/><b>Continued Adult Preparation</b></p>         | <ul style="list-style-type: none"> <li>✓ Conduct a job needs market assessment to build a business-aligned work force.</li> <li>✓ Conduct a wage survey to inform employers.</li> </ul>  | <ul style="list-style-type: none"> <li>✓ Analyze additional data to inform market needs, industry collaboratives, training programs and certifications.</li> <li>✓ Promote and connect work force and employment programs and resources to opportunity populations.</li> <li>✓ Promote upskilling opportunities for Dougherty County adults.</li> </ul> | <ul style="list-style-type: none"> <li>✓ Coordinate with area employers to codevelop industry pipeline training programs and certifications.</li> </ul>   |