



Siskiyou Occupational Advancement Roadmap

Mission

The Siskiyou Occupational Advancement Roadmap mission is to co-create, with local employers and workforce and education experts, career and job-readiness strategies that effectively match opportunities with interested students and job seekers.

Vision

The Siskiyou Occupational Advancement Roadmap operates as a powerful resource, helping local employers to advance employee job opportunities. Siskiyou County residents can easily access employment opportunities through a web-based portal that connects students and job seekers to local professionals who facilitate career exploration, job training, work-based learning, and job placement. Siskiyou County recognizes workforce development as a critical infrastructure for economic development. Working-age individuals with stable employment and incomes remain in Siskiyou County using their skills. Businesses thrive and multiply because of Siskiyou County's qualified labor pool.

GOAL 1: SUSTAINABILITY

Roadmap Viability

The Roadmap features components that create a logistical and financial foundation for SOAR's ongoing stability and future growth.

Sustainability Strategies

- 1.1 | SOAR partners maintain an active steering committee that guides and evaluates the effectiveness of initiatives, and continues to ensure and businesses.
- 1.2 | The steering committee, through a coordinator, facilitates the overall coordination of Roadmap activities, including marketing and outreach, project management and timelines that help supported projects stay on track, web development, data collection and management, and evaluation procedures.
- 1.3 | SOAR partners develop and maintain a web portal, that operates as the primary countywide resource for training and employment services, and helps connect and engage stakeholders.

GOAL 2: EXPLORATION

Career Exploration & Identification

Employers, educators and students can easily access career exploration program information, and effectively connect and collaborate.

Exploration Strategies

- 2.1 | Establish countywide agreements that describe ideal career exploration and identification outcomes.
- 2.2 | Create and maintain an online career exploration and identification portal that contains career program information, relevant training and skills needed, job openings, pay rates, and other information that can help individuals with career decisions.
- 2.3 | Promote and support local and online career exploration programs.



GOAL 3: SKILL DEVELOPMENT

Education and Training in Technical and Life Skills

Local schools and other learning institutions facilitate countywide opportunities for work-based learning and career technical education.

Students and job seekers can easily access career, technical, and life skills development tools.

Skill Development Strategies

- 3.1 | Develop a process to align K-14 Career Technical Education (CTE) programs with local employment needs.
- 3.2 | Create and promote an online database with resources that address local employer- and student-identified needs.
- 3.3 | Promote Siskiyou County Career Technical Education (CTE) programs to students and adult learners.

GOAL 4: EXPERIENCE

Work-based Learning for K-14 and Adult Education Program Students

Employers and educators collaborate to provide students with real-world experience in a field of interest, and in the workforce.

Experience Strategies

- 4.1 | Build and maintain relationships with work-based learning partners.
- 4.2 | Develop and maintain a web portal and mobile app to efficiently connect employers, educators, and students interested in work experience, including a directory of work-based learning partners.
- 4.3 | Develop and market student placement procedures that enable employers to offer work-based learning activities.

GOAL 5: RECRUITMENT AND HIRING

Work-based Training for Employees

Placement, recruitment and hiring concurrent with skill-building, together create a solid pathway to permanent employment.

Job Placement, Recruitment, Hiring Strategies

- 5.1 | Conduct systematic outreach and support to increase and maintain partner employers who provide work-based training, and can simultaneously benefit from an improved local hiring pool.
- 5.2 | Conduct ongoing community engagement activities, such as job fairs, that build and nurture relationships among employers and prospective employees.
- 5.3 | Build a location-based employment and training web portal to connect employers offering positions and work-based training with job-seekers. Include specific aspects of local industries, such as typical pay rates, and how to obtain the required training.

GOAL 6: RETENTION

Employee Development

Educators and SOAR liaisons will support in-house training to promote employee advancement in both position and wage earning potential.

Retention Strategies

- 6.1 | Community partners identify and address universally-lacking life skills as a powerful retention strategy. Educators work closely with employers to develop functional workforce readiness certificates that address skill requirements for training and advancement.
- 6.2 | Employers and educators collaborate to create effective in-house training strategies and leverage other local and web-based training resources.
- 6.3 | Partners collectively develop a local and online education and training resources database within the web portal to provide employees with access to tools to succeed and advance in their careers.