

WORKFORCE DEVELOPMENT PRODUCTS

2005 Goals

<p>Define professional development</p> <ul style="list-style-type: none"> o Take into account the differing professional needs of summer and short-term employees and career employees 	<p>Current workforce surveyed on training level, salary and retention levels</p> <p style="text-align: center; font-size: 2em;">X</p>	<p><u>Identify the training needs of program staff</u></p> <p style="text-align: center; font-size: 2em;">X</p>	<p>Identify basic curriculum needed by all workers across programs</p> <ul style="list-style-type: none"> o Explore curriculum appropriate to participants' ages, mission of the program, and the staffing structure of the program. 	<p>Professional development plan recommended/</p> <p>Professional Development Handbook Created</p>		<ul style="list-style-type: none"> o Implement staff survey o -Implement site survey o Data compiled, report drafted o Professional development handbook completed
	<p>Gather existing training plans and calendars</p> <ul style="list-style-type: none"> o Work with organizations offering training to determine how the Partnership can promote and support their training efforts <p style="text-align: center; font-size: 2em;">X</p>	<p>Determine niche that Partnership website will fill for this area</p>		<p>Provide information on training currently offered through Partnership website</p> <p style="text-align: center; font-size: 2em;">X</p>	<p>Statewide Training Plan and Calendar</p>	<ul style="list-style-type: none"> o -Convene training providers at statewide meeting to assist in identifying training gaps, pools of trainers, discuss future training plans, and recommend ways to address training needs
<p>Identify existing training resources/pools of trainers</p> <p style="text-align: center; font-size: 2em;">X</p>					<p>Make recommendations to supplement the training currently available and expand where needed</p>	<ul style="list-style-type: none"> o Finalize training inventory and share with afterschool providers o Determine addt'l resources/strategies needed to fill training gaps
					<p>Publicly and privately funded training available to all providers</p>	

EVALUATION PRODUCTS

Aug-03

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Develop list of private funders/ types of programs they fund	Gather the funding criteria of private funders supporting out-of-school-time programs X	Inventory of current types of evaluations required by private funders* X					Shift work to Outcomes work group who will identify and create evaluation specific resources to feed into our capacity building materials and framework, making use of the evaluation and research expertise of the Outcomes group.
			Determine program capacity for collecting and reporting data X	Determine readiness of all programs to meet evaluation standards	List of supports agencies need to meet outcome and evaluation goals		
		Ask Intra-agency and Inter agency Work Groups to identify purpose and funding criteria of various programs and funding streams they fund X	Identify the outcomes and goals required by these programs and funding sources X			Recommendations to state funders on better communicating requirements and purposes of funding streams	State Agencies will be in discussions about outcomes goals, requirements etc. over the next several months
				<u>Determine areas of TA needed by Providers</u>	<u>Determine structure and resources to provide TA</u>	Technical assistance to providers on evaluation system	
Document community level examples/effects of different state program agendas, funding restrictions, data collection req's X	Determine how programs currently evaluate themselves X		Determine all possible goals of evaluation		Utilize the common outcomes agreed upon by the state and the Partnership when developing the statewide evaluation	Evaluation system institutionalized across programs and agencies	

**CAPACITY WORK GROUP
ACTION PLAN 2005**

PROVIDER NETWORKING PRODUCTS

<p>Identify existing networks</p> <p>X</p>	<p>Develop questions to ask providers so their feedback is reflected in the products created by the Work Group</p> <p>X</p>	<p>Determine goals of network or system</p>	<p>Determine possible structures for P'ship to communicate with networks (i.e. list serve, etc.)</p>	<p>Systematic method of exchanging ideas among providers and between providers and the partnership</p>		<ul style="list-style-type: none"> o Evaluate the use of the web as a place to exchange ideas and information o Determine feasibility and resources needed for creating a state-wide networking system
	<p>Research current mentorship activities – formal and informal – currently available to programs</p> <p>X</p>	<p>Identify what providers would need from a mentorship</p> <p>X</p>	<p><i>Determine possible structures of Mentorship Network</i></p> <p>X</p>	<p>Mentor network</p>		<ul style="list-style-type: none"> o Determine options for less formal staff or program mentoring (i.e. website matching, etc.) o Determine costs of recommended statewide program mentoring system

PROVIDER RESOURCE PRODUCTS

<p>Identify existing resources, including information on best practices, funding opportunities, evaluation, etc.</p> <p>X</p>	<p>Determine what information providers need that is not currently available or accessed on-line</p> <p>X</p>	<p>Determine niche that the Partnership web site will fill and how Partnership on-line resources can promote and support existing web resources</p> <p>X</p>	<p>Develop Website</p> <p>X</p>	<p>Partnership Provides On-line resources</p>		<ul style="list-style-type: none"> o Website launched o User feedback collected o Website features expanded
<p>Gather examples of provider tool boxes currently available (YMCA, NIOSH and other)</p> <p>X</p>		<p>Identify and agree upon the components of a provider tool box</p>	<p><i>Collaborate with organizations to utilize existing information</i></p>	<p><i>Prepare new information where needed</i></p>	<p>Provider tool box developed</p>	<ul style="list-style-type: none"> o Review existing tool boxes o Determine needed components for partnership tool box (in light of website and other resources)