

# CONTINUOUS IMPROVEMENT PLAN TEMPLATE

**After reviewing the results of the assessment, consider the following questions:**

- > What areas represent our strengths? Why?
- > What areas represent learning opportunities? Why?
- > Is there important industry partnership-related work that we are not doing? If so, what?
- > Based on the potential areas of improvement what might our priorities be for the next year?

*Select one or more areas for improvement and use the template below to reflect on what steps you might take to strengthen your partnership.*

*Continue to meet with other members of your team to focus on priorities, review progress and challenges, and modify your plan.*

<p><b>1. Area(s) for improvement.</b></p> <p>We can improve in most areas, but especially with regards to employer activation and racial equity and inclusion. We also realized, going through this assessment, that we need to be work on our operations and also expand our vision of what is possible there.</p>	
<p><b>2. Describe the current status.</b></p> <p>Our collaborative has gotten a lot stronger in terms of not just collecting but using data to help build cohesion and a shared vision across partners. We have a small number of highly engaged employer partners, but need to engage more of them at a deeper level.</p>	
<p><b>3. Describe where you'd like the partnership to be in 6-12 months (your goal).</b></p> <p>We are trying to launch a new retail industry partnership, and would love to see it not only take off in the next year, but also get to the level where we are using data with employer partners to help them understand and meaningfully act on racial inequities in workforce development and across our communities.</p>	
<p><b>4. List the most important challenges you face.</b></p> <p>Engaging employers more deeply, and keeping them engaged, as we transition to a deeper focus on racial equity and job quality. In particular, managing the time it takes to "activate" employers effectively while also engaging our service provider partners.</p>	<p><b>5. List the opportunities you have for overcoming challenges.</b></p> <p>As mentioned above, we've gotten a lot stronger in collecting and using data thanks to several local partnerships. We believe our competence in that area can help us make a more persuasive pitch to employers over time.</p>
<p><b>6. Outline the steps you plan to take to make progress.</b></p> <ul style="list-style-type: none"> <li>• Research retail employers that we wish to recruit</li> <li>• Outreach to our partners network to develop warm introductions to retail employers</li> <li>• Outreach to potential employer partners</li> <li>• Develop materials from data collection to make our pitch to employers</li> <li>• Get meetings scheduled with employers and grow our network</li> </ul>	
<p><b>7. List who you need to involve and what support you need from them.</b></p> <ul style="list-style-type: none"> <li>• Our Data Council - collect the data needed on retail employers and racial equity in our region</li> <li>• Our Partners Network - can help us get personalized introductions to employer representatives</li> <li>• Contractors we use for graphic design, to help us build pitch materials</li> <li>• The National Fund Network, to help us learn from best practices elsewhere &amp; develop and shape our pitch</li> </ul>	