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| A green and purple logo  AI-generated content may be incorrect.

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| **Meeting summary for Talent Pipeline Initiative Ad-Hoc GoVaR8 Committee (03/19/2025)** |

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| **In Attendance:** Joe Sprangel, John Downey, Tracey Luellen, Andrei Dacko, Eric Bond, Jeremy Crute, Sharon Johnson, and Alison Varner-Denbigh. For WorkED: Matt McKinney, Alex Gauding, and Mason Bishop**No one absent.** |
| The meeting focused on updates and next steps for the Talent Pathways Initiative study, including contacting interviewees, data analysis, and report structure. The team discussed various sections of the final report, including the introduction, methodology, situational analysis, findings, and recommendations, emphasizing the importance of addressing industry needs and challenges. The group also reviewed migration patterns, considered the impact of remote work and federal changes on their data, and planned for upcoming meetings and presentations. |
| **Next steps** |
| • Sharon to reach out to Cody at DHCD and request proposals submitted and approved for TPI implementation projects. |
| • Alison to send out calendar invites for upcoming meetings. |
| • Joe to send his email address to Sharon for meeting invitations. |
| • Alex to send out county-level inflow/outflow data to committee members before the end of the week. |
| • WorkEd team to consider incorporating international benchmarking in the report. |
| • WorkEd team to include discussion on the potential impact of federal changes on workforce data in the report. |
| • Sharon to send Board of Directors meeting invitation to Alison for distribution to committee members. |
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| **Talent Pathways Initiative Study Updates** |
| The meeting focuses on updates and next steps for the Talent Pathways Initiative (TPI) study. Sharon provides updates on contacting potential interviewees, data analysis, and changes to presentation slides. She plans to request approved TPI implementation proposals from other regions to learn from their experiences. Matt from the WorkEd team then introduces the outline for the final report, emphasizing the importance of creating an executive summary that caters to various stakeholders involved in the TPI project. |
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| **TPI Goals and Industry Analysis** |
| In the meeting, Matt discussed the introduction to TPI and the goals, objectives, and industry clusters. He emphasized the importance of understanding the data collection process and how it is incorporated into the report. Alex was working on the methodology section, and Matt highlighted the talent pathway continuum approach. The team also discussed the situational analysis, which would analyze the economic strengths, strategic locations, infrastructure, and workforce variation across sub-regions. They also planned to describe the higher educational landscape and highlight the general growth within different industries. The team also discussed the findings, which would be based on interviews and round tables with various stakeholders. They planned to highlight the labor shortage, technical skills gap, and soft skills deficiencies in the industry. The team also discussed the industry successes and highlights, and planned to include these in the report. The team also discussed the recommendations and considerations, and encouraged feedback and insights from the attendees. The conversation ended with a discussion on the challenges posed by AI and the need for a business feedback loop between training institutions and employers. |
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| **County Migration Patterns and Remote Work** |
| The group discusses the progress of their report and next steps. Matt and Mason plan to discuss international benchmarking and staffing for the project offline. Alex presents findings from county comparisons of migration patterns, highlighting areas with high inflow and outflow. The group discusses the impact of remote work on these patterns and the potential effects of federal changes on their data. They agree to address these topics proactively in the report. The meeting concludes with a reminder of upcoming meetings and an invitation to a board of directors meeting. |

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