MAIN STREET HR PARTNERS
SAMPLE REGIONAL WORKFORCE STRATEGY

Prairie Junction Regional Workforce Strategy

A 12-month action strategy for skilled production and maintenance talent

ILLUSTRATIVE SAMPLE

All names, organizations, places, and figures in this document are fictional or composite. This sample demonstrates Main Street's format and decision method without disclosing client or active project information.

DECISION STATEMENT

Build skilled talent capacity without shifting the burden onto existing employers.

The region should begin with verified shared demand, one cross-employer skill standard, and a small paid pilot. Larger commitments should follow only after employer participation and learner demand are demonstrated.

540	28%	12	4
Critical openings over 24 months	Workers commuting out	Employers to validate	Unconnected entry points

STRATEGIC CHOICES

Four choices shape the plan

Choice	Why it matters	First proof point
1. Stabilize current employers first	New demand should not quietly weaken the employers already carrying the regional economy.	Baseline vacancy, overtime, turnover, and wage pressure in priority roles.
2. Build one shared maintenance pathway	Employers report overlapping foundational skills even when equipment and job titles differ.	Five employers approve one common skill standard and paid work experience.
3. Phase demand against proven capacity	A staged approach lets leaders see where capacity is real before committing to permanent cost.	Pilot seats, employer commitments, and instructor capacity are confirmed.
4. Use a shared implementation scorecard	Visible owners and checkpoints keep the strategy from becoming a report-only exercise.	Monthly review of actions, participation, risks, and decisions.

MAIN STREET HR PARTNERS
IMPLEMENTATION ROADMAP

From strategy to owned work

The first 90 days establish proof. The following nine months expand only what is working. The next leadership decision is to authorize the 30-day demand-validation phase and name its owner.

Timing	Primary action	Owner	Checkpoint
Days 1-30	Validate shared demand, wages, schedules, skills, and hiring timing with 12 employers.	Regional convener	Employer demand brief approved.
Days 31-60	Translate validated demand into one foundational maintenance skill standard.	Employer and education team	Skill standard and delivery options approved.
Days 61-90	Recruit and launch a 20-person paid pilot with five employers.	Pilot lead	Participants, instructors, work sites, and support plan confirmed.
Months 4-12	Operate the pilot, place completers, compare results with the baseline, and make the year-two decision.	Regional workforce council	Completion, placement, retention, employer results, and capacity reviewed.

FIRST-YEAR SCORECARD

Measures leaders can actually review

Measure	12-month target	Why it matters
Employer validation	12 employers, with five funding or hosting the pilot	Confirms that demand is shared and employers are acting, not only expressing interest.
Pilot participation	20 participants, 85% completion	Tests whether the pathway is accessible and the delivery model works.
Career movement	75% placed or advanced within 90 days	Shows whether the pathway creates real movement, not only training activity.
Employer outcome	Lower vacancy duration and stable 90-day retention	Connects the work to operating capacity.

RISKS AND DECISION RULES

What could change the sequence

Risk or unknown	Decision rule
Employer demand is less aligned than expected	Do not force one pathway. Split the pilot only if each track has enough committed demand.
Wages are not competitive with nearby opportunities	Address job quality before investing in recruitment volume.
Pilot completion is weak	Diagnose schedule, support, instruction, and job-fit barriers before expanding.