

WIB | BCW SWOT (Strengths, Weaknesses, Opportunities, Threats) Analysis

INTERNAL FACTORS	
STRENGTHS (+)	WEAKNESSES (-)
<ul style="list-style-type: none"> ✓ Key players, community "influencers" on our Board – good mix of employers, educators, community organizations ✓ Board has evolved under new staff and board members with new clarity on roles, relationships, and Board structure ✓ Board has taken ownership of its role, place in community ✓ Good mix of long-term and new members – mentoring relationship occurring with new members ✓ Strong partnerships with key organizations in region & with state ✓ Excellent relationships with other board directors in labor market area – able to approach key issues regionally ✓ Onboarding & marketing tools now in place ✓ Board has good labor market data & insights to share with others 	<ul style="list-style-type: none"> ✓ Not engaged enough with chambers of commerce & other business groups ✓ Underspensing in some grant funds – risk returning money to state ✓ Inconsistency in communications with other groups regarding Board leadership role beyond OMJ Centers ✓ Need to strengthen our metrics/performance management structures on two levels: feedback loops on OMJ & other contractors; measures of Board's community impact on big issues ✓ Need ongoing knowledge development for Board on working with others on collective impact on big issues – ongoing education & networking needed as regular feature of Board meetings ✓ Bylaws need updating to capture our clarifications of roles & committee duties ✓ Multiple points of contact from multiple agencies to employers – need coordinated needs assessment & response

EXTERNAL FACTORS	
OPPORTUNITIES (+)	THREATS (-)
<ul style="list-style-type: none"> ✓ Diverse regional economy – diversity of employers ✓ Applying learning during pandemic – online & hybrid approaches. ✓ Short-term COVID relief funds (CARES Act, ARP) available, along with grants available that we can use creatively ✓ Increased awareness of Board's work on workforce issues ✓ Relationships with other planning groups have gotten stronger ✓ Venture capital available to support entrepreneurship ✓ Location advantage – proximity to Cincinnati & Dayton – stability of area with low cost of living ✓ Strong relationship with leaders of neighboring workforce areas – can be leveraged in strengthened regional plan ✓ Jobs and workers in workforce will increase substantially in short term as we emerge from COVID – opportunity for Board leadership in bringing them together & providing training to bridge gaps ✓ Opportunity for coordinated, multi-agency responsiveness to employers in post-COVID period ✓ Opportunity for increased advocacy to policy makers 	<ul style="list-style-type: none"> ✓ Ongoing pandemic will continue to disrupt the labor market – challenges for job seekers, employers & students ✓ Backdrop of political divisiveness will impede efforts aimed at collaborative approaches ✓ Lack of interest by potential customers in training as value in training & higher education in general continues to be questioned ✓ Students have been lost from both K-12 and colleges during COVID – learning loss for students who remain ✓ Board will be drawn into dealing with minutiae/micro-management by funding sources & by partners who "pigeonhole" our role ✓ Funding reductions following short-term COVID relief funding