

SMART Goals Workgroup

(Accessible Version)

Slide 1

Employment First Committee 2.2.2023

SMART Goals Workgroup [In larger bold letters]

[Blue, purple, violet, red orange, yellow and green splashed paint colors on the left side.

Slide 2

Why? [In bold larger letters]

- We repeat many of the same Employment First recommendations in our annual report each year.
- SMART goals may help us stay focused in taking actionable steps to help us reach long-term goals and fulfill our mandate as the Employment First Committee

Slide 3

Process [In bold larger letters]

[On the left side]

1. Identify “Headline” Goal
 - Broad, big picture
2. Define initial “first step” SMART goal(s)
3. Achieve initial SMART goals
4. Create “next step” SMART goals
5. Repeat

[On right side]

- S: specific [letters in purple color]
- M: measurable [letters in lavender color]
- A: attainable [letters in red color]
- R: relevant [letters in orange color]
- T: time bound [letters in green color]

Slide 4

Headline Goal: [In bold larger letters]

That the Employment First Committee act as subject matter experts who provide valuable information, expertise, guidance, and insight to the legislature. [In bold letters]

- SMART Goal 1: New Members [In bold larger letters]
 - [SPECIFIC-in lavender colored letters] Invite 4 new members to the EFC with one member representing each of the following: 1) employers, 2) providers, 3) advocates, 4) postsecondary education.
 - [MEASURABLE in purple colored letters] Have we selected and invited by deadline?
 - [ATTAINABLE in red colored letters] Realistic timeline, generate potential pool of candidates likely to be interested and engaged
 - [RELEVANT in orange-colored letters] different perspectives will enhance insights and collective expertise of EFC
 - [TIME-BOUND in green colored letters] by May 4th meeting

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Feedback Request [In bold larger letters]

Are these the areas of representation we are interested in? [In lavender colored letters]

- SMART Goal 1: New Members [In bold larger letters]

- [SPECIFIC:] [In lavender colored letters] invite 4 new members to the EFC with one member representing each of the following:
 - 1)employers, 2) providers, 3) advocate, 4) postsecondary education [This above area mentioned is circled and highlighted]
- [MEASURABLE] [In purple-colored letters] Have we selected and invited by deadline?
- [ATTAINABLE:] [In red colored letters] Realistic timeline, generate potential pool of candidates likely to be interested and engaged
- [RELEVANT:] [In orange colored letters] different perspectives will enhance insights and collective expertise of EFC.
- [TIME-BOUND:] by May 4th meeting

Slide 6

Call to Action [In larger bold letters]

[In red colored letters] Each current committee member generates one possible new member candidate by February 16th

- SMART Goal 1: New Members [In larger bold letters]
 - [SPECIFIC [lavender color letters]: Invite 4 new members to the EFC with one member representing each of the following:
 - 1) employers, 2) providers, 3) advocates, 4) postsecondary education
 - [MEASURABLE:[In purple colored letters] Have we selected and invited by deadline?
 - [ATTAINABLE: [In red colored letters] Realistic timeline, generate potential pool of candidates likely to be interested and engaged. [This area above is circled and highlighted]

- [RELEVANT:[In orange colored letters] different perspectives will enhance insights and collective expertise of EFC
- [TIME-BOUND: [In green colored letters] by May 4th meeting

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Headline Goal: [In larger bold letters]

That the Employment First Committee act as subject matter experts who provide valuable information, expertise, guidance, and insight to the legislature. [In bold letters]

- SMART Goal 2: Member Expectations [In larger bold letters]
 - [SPECIFIC: [In lavender colored letters] Create EFC member role description
 - [MEASURABLE: [In purple colored letters] Finalized and approved description
 - [ATTAINABLE: [In red colored letters]
 - Discuss**/brainstorm essential roles, design to be reasonable commitment.
 - Attending quarterly meetings, reviewing packet in advance, preparing for voting items, participating in one workgroup per year
 - [RELEVANT: [In orange-colored letters] help clarify committee role for new members and facilitate active engagement to harness potential of EFC
 - [TIME-BOUND: [In green colored letters] **vote** on role description during May 4th meeting

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Feedback Request [In bold larger letters]

Do these activities seem appropriate? [In red colored letters]

- SMART Goal 2: Member Expectations [In bold]

- [SPECIFIC: [In blue colored letters] Create EFC member role description
- [MEASURABLE: [In purple colored letters] Finalized and approved description
- [ATTAINABLE: [In red colored letters] **Discuss**/brainstorm essential roles, design to be reasonable commitment.
 - Attending quarterly meetings, reviewing packet in advance, preparing for voting items, participating in one workgroup per year [This above area mentioned is circled and highlighted]
 -
- [RELEVANT: [In orange-colored letters] help clarify committee role for new members and facilitate active engagement to harness potential of EFC
- [TIME-BOUND: [In green colored letters] **vote** on role description during May 4th meeting

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SMART Goals Workgroup Plan [In bold larger letters]

1. Tackle additional Headline Goals from past reports in areas of: Data, Media Campaigns, Education and Training, 639 Implementation, Identifying Best Practices, Systems Change
2. Return to each quarterly meeting with SMART goals for discussion
3. SMART goals will produce actionable plans that can be achieved communally or through time-limited workgroups to achieve specific SMART goal.

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