

Welcome!

Q3 P20 Council Meeting
September 10, 2025
11AM-1:30PM

Thank you for being here!



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Today's Game Plan: Our 2025-2028 Strategic Plan

- ❑ Introductions
- ❑ Documents to Reference
- ❑ Framework/Background of the Plan
- ❑ 4 Goals & Specific Action Steps
- ❑ Collective Future-Focused Discussion
- ❑ What's next?



Partnerships from
Pre-K to Post-Grad

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Reference Documents



Land of Sky P20 Council

Strategic Plan 2025-2028

Land of Sky P20 Council Strategic Plan 2025-2028



Collaborative Leadership and Shared Community Commitment



Learner Readiness and K-12 Engagement



Postsecondary Access, Transitions, and Success



Workforce Preparation and Career Pathways

Overview

Land of Sky P20 Council
Strategic Plan Overview 2025-2028

Strategic Plan Overview
The Land of Sky P20 Council's Strategic Plan provides a clear, actionable roadmap for advancing educational attainment and workforce alignment across Buncombe, Henderson, Madison, and Transylvania counties. Built through collaborative stakeholder engagement and data-driven analysis, the plan reflects the Council's role as a regional backbone partner and convener.

Collaborative Leadership and Shared Community Commitment
We serve as a backbone partner to local partners by facilitating alignment, promoting shared communications, and supporting cross-sector action plans that reflect local priorities. Community partners are equipped to lead localized implementation while staying connected to regional momentum.

Learner Readiness and K-12 Engagement
We partner with schools, employers, and families to build early momentum for career-connected learning—beginning with advocacy and workforce strategies that support high-quality childcare and PreK as the foundation for lifelong success. From elementary through high school, students are supported by a collaborative network of educators, school leaders, families, and community partners—including principals, counselors, work-based learning coordinators, and mentors—who connect them with local opportunities and facilitate peer-, family-, and community-led career exploration.

Postsecondary Access, Transitions, and Success
We align outreach efforts and partnerships to support high school graduates and returning adults in accessing and completing postsecondary credentials.

Workforce Preparation and Career Pathways
We partner with employers, educators, and learners to scale work-based learning, credentialing, and career navigation resources. By building clear roadmaps and upskilling pipelines, we support learners of all ages in accessing family-sustaining careers aligned with regional industry needs.

Measuring Progress & Impact: Progress will be monitored through the Council's established KPIs, providing a consistent framework for measuring outcomes. Progress toward the 2030 goal—adults ages 25–44 earning a degree or credential—will remain a key focus. As committees work toward these shared goals, they may also recommend complementary metrics to provide deeper insights into program effectiveness and long-term regional impact. Together, these measures guide data-driven adjustments to keep efforts moving forward.

Goals & Action Steps

Land of Sky P20 Council
Strategic Plan - Strategic Goals & Action Steps - 2025-2028

The P20 Council strengthens regional coordination by working with partners to align efforts, streamline structures, and create programs that are complementary, non-duplicative, and geared toward regional success.

Priorities	Strategic Goals	Actions to Initiate	Actions to Scale	Actions to Continue
Collaborative Leadership & Shared Community Commitment	Facilitate cross-sector collaboration to advance shared educational and workforce attainment goals. Coordinate and elevate regional, state-level, resource-sharing, and learning networks.	Community Partnership Pledge Community Partner Procurement	Senior Leadership Engagement Council Member Partnership Pledge	Quarterly Cross-Sector Leadership Meetings Shared Communications and Resource Platform Ongoing County-Employer Collaboration
Learner Readiness and K-12 Engagement	Facilitate and support career awareness and exploration for all students Strengthen support systems that embed Career Development Plans into student pathways.	Family Career Pathway Education Series Integrated Regional Career Campaign Chronic Absenteeism Awareness Campaign	Support Systems for K-12 Curricular Middle Grades Peer Leadership Model	Collaborative Grant Leadership Industry-Partnered School Engagement
Postsecondary Access, Transitions, and Success	Strengthen advising and access to financial and navigational resources. Facilitate successful enrollment and completion of postsecondary credentials for high school graduates and adult learners. Expand cross-sector collaboration to support transitions and workforce-aligned education pathways.	Community-Based Postsecondary Access Adult Learner Outreach and Recruitment	Financial Aid Awareness and Access Career & College Promise Student Representative Program Collaborative Grant Leadership	
Workforce Preparation and Career Pathways	Strengthen awareness for access to career exploration and work-based learning in high-demand sectors. Expand opportunities for learners to earn stackable, industry-recognized credentials. Deepen partnerships with employers who co-design advancement pathways for current and future workers. Strengthen support systems that guide youth and adults in career navigation and decision-making.	Career Road Map Series Regional Career Navigation Frameworks Career Signing Tree	Work-Based Learning (WBL) Expansion	Promotion of NCWorks Career Centers and Credentialing Programs Annual Workforce Council

Aligned Advocacy

Land of Sky P20 Council
Strategic Plan - Aligned Advocacy - 2025-2028

Collaborative Leadership and Shared Community Commitment	Learner Readiness and K-12 Engagement	Postsecondary Access, Transitions, and Success	Workforce Preparation and Career Pathways
Support for working families to advocate for flexible childcare models, employer incentives, and after-school access.	Universal Pre-K access to expand early learning opportunities and strengthen school readiness. Workforce-aligned childcare investment to increase state funding for high-quality early learning connected to labor market needs. Compensation reform to improve pay, recruitment, and retention for educators and early childhood providers.	Stackable credential programs to promote flexibility and career advancement through modular credentialing.	Stackable credential portability to support state-level alignment and industry-aligned short-term credentials.
Sustainable local leadership pipelines to promote long-term state and philanthropic investment in cross-sector teams and attainment initiatives.	Improved counselor-to-student ratios to provide individualized guidance and support for Career Development Plans. Incentives for work-based learning to fund stipends, transportation, and wraparound services that expand access to pre-apprenticeships, job shadowing, and other hands-on experiences.	Competency-based education pathways to recognize prior learning and on-the-job experience for returning adult learners. Incentives for reengagement to secure funding and policies to support outreach and reentry of adult learners. Flexible learning models to encourage support for hybrid, weekend, and evening programming.	Competency-based pathways to advocate for recognition of prior learning and on-the-job experience for returning adult learners. Supportive funding structures to promote tuition assistance models such as employer matching and regional scholarship funds for workforce training. Flexible learning models to encourage expansion of hybrid, evening, and weekend credential programs responsive to worker schedules.

Framework for the Strategic Plan [pp. 4-8]

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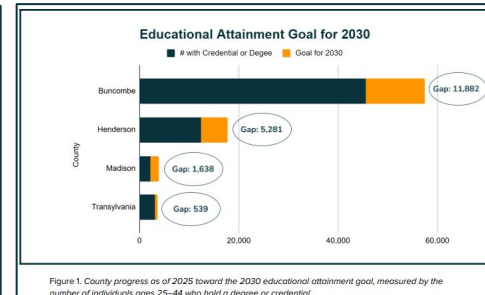
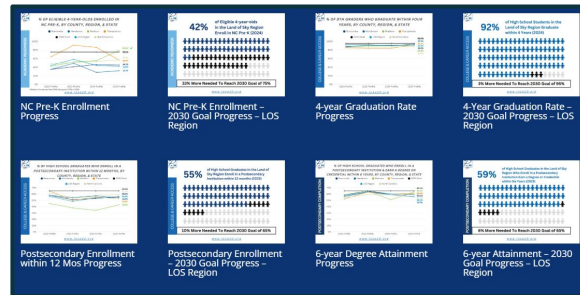
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Framework: *Strategic Goals, Actions to Initiate, Actions to Scale, Actions to Continue, Cross-Cutting Integration, From Strategy to Policy: Aligned Advocacy*

Cross-Cutting Integration: *Aligned and Engaged Leadership, Facilitation Over Ownership, Cohesive Regional Approach*

County-Specific, Locally-Led Strategies

Measuring Progress and Impact



Collaborative Leadership and Shared Community Commitment



[pp. 9, 18-19]

GOALS

- Facilitate cross-sector collaboration to advance shared educational and workforce attainment goals.
- Coordinate and elevate regional storytelling, resource-sharing, and learning networks.

ACTIONS TO ...

INITIATE

Community Partnership Pledge
Community Partner Resources

SCALE

Senior Leadership Engagement
Council Member Partnership Pledge

CONTINUE

Quarterly Cross-Sector
Leadership Convenings
Shared Communications
and Resource Platform
Ongoing County–Employer
Collaboration

Learner Readiness and K-12 Engagement



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GOALS

Facilitate and support career awareness and exploration for all students.
Strengthen support systems that embed Career Development Plans (CDPs) into student pathways.

ACTIONS TO ...

INITIATE

Family Career Pathway
Education Series
Integrated Regional
Career Campaign
Chronic Absenteeism
Awareness Campaign

SCALE

Support Systems for K–12 Counselors
Middle Grades Peer Leadership
Model

CONTINUE

Collaborative Grant
Leadership
Industry-Partnered School
Engagement

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Postsecondary Access, Transitions, and Success



GOALS

- Strengthen advising and access to financial and navigational resources.
- Facilitate successful enrollment and completion of postsecondary credentials for high school graduates and adult learners.
- Expand cross-sector collaboration to support transitions and workforce-aligned education pathways.

ACTIONS TO ...

INITIATE

Community-Based
Postsecondary Access Forums

Adult Learner Outreach and
Recruitment

SCALE

Adult Learner Identification and Outreach
Regional Cross-Sector Forums on Attainment
Increase Credential Transparency

CONTINUE

Financial Aid Awareness &
Access
Career & College Promise
(CCP)
Student Representative
Program
Collaborative Grant Leadership

Workforce Preparation and Career Pathways



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GOALS

- Strengthen awareness for access to career exploration and work-based learning in high-demand sectors.
- Expand opportunities for learners to earn stackable, industry-recognized credentials.
- Deepen partnerships with employers who co-design advancement pathways for current and future workers.
- Strengthen support systems that guide youth and adults in career navigation and decision-making.

ACTIONS TO ...

INITIATE

Career Road Map Series
Regional Career Navigation
Frameworks
Career Signing Days

SCALE

Work-Based Learning (WBL) Expansion

CONTINUE

Promotion of NCWorks
Career Centers and
Credentialing Programs

Annual Workforce
Convening

Future-Focused Discussion

- In pairs – Choose one *action* listed in the plan
- Think through this hypothetical question:
 - “It’s the end of 2026, and the action you’ve chosen has been a huge success. What did we do right to get there?”



Partnerships from
Pre-K to Post-Grad

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Potential Questions to Generate Thoughts:

- *“It’s the end of 2026, and the action you’ve chosen has been a huge success. What did we do right to get there?”*

Visioning Questions

- What does success actually look like in this future? (What’s changed for our students, partners, or community?)
- What are people saying about us in this future scenario?
- What new opportunities have opened up because of this success?



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Problem-Solving Questions

- What were the first steps we took that made the biggest difference?
- What obstacles did we face along the way, and how did we overcome them?
- What partnerships, resources, or innovations were most critical to success?

Ownership & Role Questions

- What role did your organization/you personally play in making this a reality?
- Who else had to be at the table to make this work?
- If we had to start tomorrow, what’s one action you would recommend as most important?

Report Back (10–15 minutes)

- Each group shares out **2–3 highlights** from their discussion (e.g., one vision, one critical step, one role).



In Preparation for Next Meeting [Nov 18]

Partnership Pledge



Land of Sky P20 Council

Council Member Partnership Pledge

Purpose

This Memorandum of Agreement (MOA) affirms the shared commitment between [Your Organization] ("the Organization") and the Land of Sky P20 Council ("P20") to actively support the implementation of P20's Strategic Plan through collaborative leadership, coordinated action, and mutual accountability.

Background

The P20 Strategic Plan reflects a unified vision for advancing regional priorities, strengthening partnerships, and achieving measurable impact in the communities we serve. While the Strategic Plan does not dictate policies, programs, or priorities for Council members' respective institutions, it identifies strategies where joint action, aligned messaging, and cross-sector collaboration can accelerate progress toward shared goals.

Council Member Commitment - As a Council Member, I pledge to:

- Champion the goals and priorities of the P20 Strategic Plan in my role on the Council.
- Represent my organization's perspectives, priorities, and contributions in Council discussions.
- Serve as an active liaison, sharing relevant information, opportunities, and progress between the Council and my organization.
- Participate consistently in Council meetings, committee work, and collaborative initiatives.
- Contribute expertise, insights, and connections that strengthen our collective regional impact.

If, at any point during my term as a Council member, I am unable to meet the commitments outlined in this pledge, I will delegate another representative from my organization to serve the remainder of my term.

P20 Commitment - P20 pledges to:

- Provide timely updates, progress reports, and opportunities for meaningful engagement.
- Offer tools, resources, and messaging to help members share and champion our work.
- Respect the independence of member organizations while fostering alignment toward regional priorities.

Roles & Priorities in Action Steps

Creating a Timeline That Works for Us!



Timeline Activity

Instructions:

As a team, review the **strategic plan action steps** and work together to map them across the three-year cycle. For each action step, discuss and capture:

1. **Timing:** Decide when the action should take place — choose the half-year that best fits within 2026, 2027, or 2028.
2. **Team/Partner Involvement:** Identify who from our team, partner organizations, or stakeholders should be involved in this step.
3. **Special Notes:** Capture any key considerations, such as dependencies, needed resources, potential risks, or connections to other initiatives.

Goal: This activity is designed to build alignment, ensure that everyone sees their role in the work, and create a realistic, shared roadmap for the next three years.

Example:

	Winter 2025	Community Partner Pledge	Council members will commit to contributing to the success of this local and regional effort.	Council members are encouraged to engage their organizational teams to help achieve project goals
Actions to Scale: + Senior Leadership Engagement + Council Member Partnership Pledge	Spring 2026	Community Partners Resources	Invite additional community partners to these efforts. Goal: engage 2 more partners.	Review areas of growth for partner connections.
	Winter 2026			
	Spring 2027			
	Winter 2027			