

Strategic Workforce and Resiliency Plan: Department of Development Goals

1. Diversify the Industry Mix:

The county's economy benefits greatly from Wright Patterson Air Force Base and the contracting activity it supports. The department will continue to capitalize on this resource to create opportunities for residents. However, if the economy relies too much on the base for support, it becomes less resilient. Further diversifying this industry mix will increase the resilience of the county's economy.

Strategies:

- Continue to use the Economic Development Incentive Program to diversify and strengthen the county's industry mix. (Target Industries: Biomedical and Life sciences, Logistics and Advanced Manufacturing, and Computer Science and Information)
- Work with partners to attract and expand these industries proactively and as opportunities arise.
- Continue to build partnerships using the Business Retention and Expansion program.

2. Attract Skilled Talent and Foster an Educated Workforce:

The workforce may be the greatest challenge facing businesses today. There is a smaller pool of talent and will be for the foreseeable future because of long-term demographic trends.

Strategies:

- Work with partners to attract talent and engage underutilized elements of the talent pool by promoting upskilling, education, and second-chance hiring.
- Connect educators with employers, funding opportunities, and other resources.
- Work with the DDC to lobby in support of policies that allow schools to build more innovative career programs.

3. Cultivate Vibrant Communities:

A vibrant community drives the local economy and is a primary enabler for a productive workforce. Downtowns and local businesses bolster the community and are vital for economic development. Communities also need a mix of housing options. The housing supply data assumes that households have good budgeting and lack common expenses like child care, medical expenses, and debt. This does not paint the whole picture. The department assesses that increasing housing costs are a serious barrier to long-term growth in the county.

Strategies:

- Coordinate with partner organizations to develop and support programs that strengthen communities and downtowns and foster an excellent quality of life.
- Build a program that encourages county residents to support local businesses.
- Continue to administer the Community Investment Grant program.
- Leverage the Port Authority to address rising housing costs.

4. Prioritize Continuous Process Improvement:

A business-friendly environment fosters innovation and economic development while balancing public safety. The county is taking steps to improve its processes to foster a business-friendly environment and to ensure good stewardship of taxpayer dollars.

Strategies:

- Work with partners to make the county an even better place to do business by streamlining the permitting process and reviewing county processes from the perspective of businesses.
- Work with partner departments to build a one-stop shop permitting system for the county.

Department of Development 2022 to 2027 Strategic Vision



Imminent Action Items

1. Alter the internal EDIP grading sheet to further incentivize applications from target industries.
2. Connect businesses with resource partners and meet with the DDC to discuss coordinating with their lobbyist to encourage innovative workforce development policy.
3. Develop and present proposals for a local business campaign and workforce housing incentives to the Port Authority.
4. Coordinate with departments to consolidate a one-stop shop permitting process.