

## IMPLEMENTATION MATRIX: TALENTED, EDUCATED PEOPLE

#	Recommendation	Y	Potential Lead Implementer(s)	Potential Implementation Partners	Potential Funding Sources	Funding Notes
<b>Objective 1.1: Align our Education and Workforce Systems</b>						
1.1.1	Create a comprehensive cradle-to-career (C2C) partnership to align education, training, business, and social services around increasing talent levels in Greater Columbus.	1	PPP	BIZ; C&U; CFCV; ECE; EO; FBO; GW; MEEF; PHIL; PIE; PK12; WIB; YP	PPP	Primary costs are startup and ongoing volunteer coordination covered by staff positions in the Budget section; additional costs could be incurred if the partnership is incorporated as a formal non-profit entity at some point in its evolution
<b>Objective 1.2: Develop Homegrown talent</b>						
1.2.1	Ensure that three- and four-year-olds have access to high-quality early childhood education.	2	C2C; ECE	EO; FBO; FFCL; LA; MEEF; PHIL; PK12; PPP	Various public and philanthropic sources; PPP	Costs are highly variable depending on the level of programmatic expansion and the availability of state and federal funding and grant resources; primary costs to the public-private partnership are staff time associated with volunteer coordination and staff engagement with relevant partners.
1.2.2	Ensure that infants, toddlers, and expecting parents have access to comprehensive child development and family support services.	2	C2C	CFCV; ECE; EO; FBO; PHIL; PK12; UW; WIB; YP	Various public and philanthropic sources; PPP	Costs are highly variable depending on the level of programmatic expansion and the availability of state and federal funding and grant resources; primary costs to the public-private partnership are staff time associated with volunteer coordination and staff engagement with relevant partners accounted for in the Budget section.
1.2.3	Expand efforts to introduce students to education and career possibilities from a young age.	2	C2C; PIE	BBS; BGC; BIZ; C&U; EYC; GIC; MEEF; PK12; YP	PPP	Primary costs to the public-private partnership are staff time accounted for in the Budget section; implementation partners may incur time and administrative costs.

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1.2.4	Leverage existing programs to coordinate a community-wide mentoring program for at-risk K-12 students.	2	C2C	BBBS; BGC; BIZ; COC; EYC; FBO; GIC; HCC; PCRCC; PIE; PK12; PPP; UW; YP	PPP	Primary costs to the public-private partnership are staff time accounted for in the Budget section; implementation partners may incur time and administrative costs.
1.2.5	Launch a broad-based adult education campaign to connect individuals who did not complete high school or college coursework with opportunities for advancement and employment.	2	C2C	BIZ; CA; CFCV; CTC; CVCC; FBO; GW; LA; ODCH; PHIL; UW; WIB; YP	Various public and philanthropic sources; PPP	Costs are highly variable depending on the mix and extent of programming (e.g. subsidized test and admission fees, scholarships and tuition assistance, etc.); primary costs to the public-private partnership are staff time associated with volunteer coordination and staff engagement with relevant partners accounted for in the Budget section.
<b>Objective 1.3: Retain our Best and brightest Workers</b>						
1.3.1	Connect business and education providers to develop post-secondary programs and high school curricula that support target business growth and introduce young people to job opportunities.	2	C2C	BIZ; C&U; COC; HCC; PCRCC; PK12	Education providers; PPP	Implementation costs for education providers will be highly variable based on identified needs; primary costs to the public-private partnership are staff time for coordination accounted for in the Budget section
1.3.2	Challenge the region's business community to leverage, expand, and develop internship and apprenticeship opportunities for high school and college students.	2	C2C; COC; HCC; PCRCC	BIZ; C&U; PK12	Private businesses; PPP	Costs to private businesses include personnel and administrative costs associated with internships; primary costs to the public-private partnership are staff time associated with program coordination accounted for in the Budget section.

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1.3.3	Develop a formal retention program for individuals retiring from or exiting the military.	2	C2C; FB	BIZ; CIAR; GB	PPP	Startup costs for an initial survey are accounted for in the Budget section; additional program costs and potential funding sources could vary widely depending on identified needs.
1.3.4	Welcome and engage new residents who move to Greater Columbus with a relocating family member.	2	C2C; PPP	BIZ; COC; HCC; PCRCC; GOV	PPP	Cost estimate for "Talent marketing" in the budget section includes development costs for a website; additional costs include coordination of volunteer effort
<b>Objective 1.4: Attract Talented Individuals to Greater Columbus</b>						
1.4.1	Attract educated expatriates back to Greater Columbus through a "boomerang" marketing program.	2	C2C; PPP	BIZ; CSU; CSUAF; NA; TU; YP	PPP	Cost estimate provided for "Talent marketing" in the Budget section reflects a reasonable budget for startup and ongoing expenditures including public relations, paid media, etc.
1.4.2	Support the promotion of Columbus State and Troy University's Phenix City campus as schools of choice for students from outside the region.	2	CSU; TU	BIZ; C2C; PHIL	CSU; TU	Primary costs are ongoing university marketing expenditures resourced from a variety of public and private sources