

ADA Compliant Transcript
WIOA: Implementing Change
October 20-23, 2015

Title Slide

Building a Strategic Board

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Agenda

- WIOA Purpose
- Local Workforce Development Board Composition
- Local WDB Standing Committees
- Member Appointment and Recruitment
- Member Engagement
- WDB Roles and Responsibilities
- Chief Elected Official Roles and Responsibilities
- Being Strategic

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Workforce Development Boards

- Workforce Development Boards are key governance partners in the implementation of the Workforce Innovation and Opportunity Act.
- The WDB has both strategic planning responsibilities as well as operational duties for the local workforce area.

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WIOA Purpose

- Increase access to and opportunities for individuals, particularly those with barriers to employment
- Support the alignment of workforce investment, education, and economic development systems
- Improve the quality and labor market relevance of workforce investment, education, and economic development

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WIOA Purpose

- Promote improvement in the structure and delivery of services
- Increase the prosperity of workers and employers
- Increase the employment retention and earnings of participants, and increase the attainment of recognized postsecondary credentials

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Local WDB Composition

- Business – Majority
 - Businesses with in-demand, high-quality occupations
 - Owners, CEOs, COOs, and/or other Executives
- Workforce Representatives – 20%
 - 2 or more – labor organizations
 - 1 or more – joint-labor management/registered apprenticeship
 - May include community-based organizations

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Local WDB Composition

- Education and Training
 - Provider of the Adult Basic and Literacy Education (ABLE) program
 - Representatives of higher education institutions that provide workforce training
 - May include representatives of local education agencies and community-based organizations

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Local WDB Composition

- Government and Economic Development
 - Economic Development entity
 - Wagner-Peyser Employment Services
 - Vocational Rehabilitation
- Others may be appointed to the WDB
 - Transportation
 - Housing
 - Public Assistance
 - Philanthropic organizations

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WDB Standing Committees

- Standing committees are not required, but if you have them:
 - To be chaired by member of local Board
 - May include non-Board Members
 - Standing committees that may be designated:
 - One-Stop Operations
 - Youth Services (existing Youth Council may be named)
 - Services to Individuals with Disabilities
 - Others as preferred by local Board

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Member Appointment

- Chief Elected Officials appoint members of the local Workforce Development Board, in accordance with the Workforce Innovation and Opportunity Act and any criteria established by the Governor and State Workforce Board.

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Recruitment Tips

- Identify characteristics of a desirable board member:
 - Recognized for community leadership
 - Able to participate actively
 - Skills and talents – leadership, strategic thinking, workforce knowledge, fundraising, political acumen, etc.
 - Passion and commitment
- Consider geographic and demographic representation

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Recruitment Tips

- Have a long-range vision of what the Board should look like
- Schedule a regular review of Board composition
- Be on the lookout for new members who will strengthen the Board when openings occur
- Use an application process
- Develop potential members through non-voting participation on committees

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Member Development

- Orientation for New Members
- Continuing Education
- Clear Expectations/Job Description

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Member Engagement

- Use their talents and interests
- Provide hands-on/first-hand view of workforce services
- Mentor/partner with seasoned member
- Connect to other leadership groups (e.g., State Workforce Board)
- Contact members periodically to check in with them and encourage involvement

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Member Engagement

- Discourage Personal Agendas:
 - Follow board rules and protocols
 - Stick to board-approved agendas

- Let members express their issues, then address appropriately (table, move to committee, etc.)
- But don't rush to judge, take time to listen
- Disengage when appropriate – have a process for removing inactive members

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WDB Roles & Responsibilities

- Develop/Submit Regional and Local Plans
- Provide strategic and operational oversight
- Maximize and improve quality of services, customer satisfaction, and effectiveness of services provided
- Assist in achievement of the State's strategic and operational vision and goals

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Governor's Vision

- Three "cornerstone" goals for the current and future State plan:
 - Help more Ohioans compete for quality jobs that pay a living wage and lead to career advancement
 - Help Ohio employers find the talent they need to succeed and grow
 - Provide effective & efficient job training aligned to high-demand occupations & employer needs resulting in workplace-valued credentials

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Governor's Vision

- Ten reform principles to be supported in state, regional & local plans:
 - Registration at OhioMeansJobs.com
 - Common Application
 - Co-Enrollment across programs
 - Common Case Management System
 - Common Performance Metrics
 - Common Assessment Strategy
 - Job Readiness and Soft-Skill Training
 - Career Counseling
 - Remediation and High School Equivalency
 - A Local/Regional Unified Plan

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WDB Roles & Responsibilities

- Conduct workforce research and regional labor market analysis
- Convene workforce development system stakeholders
- Lead efforts to:
 - Develop and implement career pathways
 - Identify and promote proven and promising initiatives
 - Engage a diverse range of employers

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Career Pathways

- A career pathways model is a sequence of education/training coursework and learning activities.
 - Progresses from middle school up to and including credentials, certificates and degrees that support the most skilled positions.
 - Indicates the steps on the ladder to move up a specific pathway.
 - Provides more streamlined and aligned paths to credential attainment and return to the workforce (better ROI of tax dollars)
 - Designed to meet the needs of employers
 - Includes the entire potential workforce – emerging, transitional, and current

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WDB Roles & Responsibilities

- Conduct oversight of the Adult, Dislocated Worker, and Youth Programs
- Negotiate and reach agreement on performance measures
- Competitively procure provider(s) of youth program services, career services, and the OhioMeansJobs Center operator

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WDB Roles & Responsibilities

- Negotiate the Memorandum of Understanding
- Ensure sufficient number of training providers
- Coordinate activities with education and training providers
- Develop a budget for the activities of the board
- Establish by-laws and monitoring requirements

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WDB Roles & Responsibilities

- Certify OhioMeansJobs Centers
 - Consistent with policies provided by the Governor and State Board, in consultation with Chief Elected Officials
 - Focus on effectiveness, accessibility, and improvement
 - Achievement of performance measures
 - Integration of services
 - Meets needs of employers and participants
 - Local Boards may adopt additional or higher standards

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Chief Elected Official Roles

- Appoint local Board members
- Request local area designation from State Board and Governor
- Serve as grant recipient and retain fiscal liability for use of funds
 - May designate an alternative entity to serve as local grant subrecipient; however, CEOs retain liability for misuse of funds

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Chief Elected Official Roles

- Develop local plan, in partnership with local Board
- Conduct oversight for the programs and activities, in partnership with local Board, including use, management and investment of funds
- Negotiate performance standards with Governor along with local Board
- Agree to One-Stop operators and service providers selected by local Board
- Provide approval of local Board's budget for programs and activities

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Local Board Staffing

- Board may hire director and other staff
- Must establish and apply objective qualifications for the position of director

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Being Strategic

- Workforce Development Boards can be:
 - Advocates
 - Labor Market Advisors
 - Connectors
 - Innovators

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Being Strategic

- Strategically plan and develop policy
- Encourage all partners to operate as an aligned system . . . “row in the same direction”
- Build a regional system
- Link the workforce system to economic development and education systems
- Identify critical performance areas and how to measure success

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Being Strategic

- Identify and forecast the needs of business
- Champion a robust menu of business services
- Initiate/participate in special projects and grants
- Determine which industry sectors to prioritize and assist

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Sector Strategies

- Sector strategies are regional, industry-focused approaches that:
- Bring together partnerships around specific industries to address needs of both businesses and workers
- Address current and emerging skill gaps

- Better align state programs, education/training curriculum and other resources

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Being Strategic

- Questions to Consider
- What do board members think are our most critical workforce issues?
- Can we articulate the value the Workforce Development Board adds to the community?
- How do we know when we are successful?

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Strategic Planning

- Analyze regional economic conditions
- Analyze the knowledge and skills required to meet the employment needs of businesses
- Analyze the area workforce, including current labor force data, labor market trends, and the educational and skill levels of the workforce
- Analyze workforce development resources and capacity, including education and training
- Articulate the local board's strategic vision to support regional economic growth and economic self-sufficiency
- Describe the local board's strategy to work with core programs and required partners to align resources and activities

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Impact Points

- Boards can set standards and expectations:
- OMJ Centers
 - Through Certification
- Service Providers and OMJ Center Operators
 - Through RFP requirements
- WDB Director
 - Through Qualifications
- Others?

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Resources

- Ohio's State Plan: <http://workforce.ohio.gov/Initiatives/UnifiedStatePlan.aspx>
- ODJFS Office of Workforce Development Policies: http://jfs.ohio.gov/owd/WorkforceProf/policy_info.stm
- ODJFS Office of Workforce Development's WIOA Information: <http://jfs.ohio.gov/owd/WIOA/implementation.stm>
- U.S. Department of Labor WIOA Information: <http://www.doleta.gov/wioa/>

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Questions

- WIAQNA@jfs.ohio.gov

- 888-296-7541
 - Option 3