

Building a High-Performing State Workforce Board

Maryland Governor's Workforce Investment Board

December 9th, 2015



About the National Governors Association Center for Best Practices

- National Governors Association founded in 1908
- Collective voice of nation's governors
- National Governors Association Center for Best Practices is the policy research and development arm of NGA
- Draws on national and state networks of expertise
- Unique capacity to disseminate lessons learned



“The Governor's Workforce Investment Board is Maryland's chief policy-making body on workforce development, innovation, and opportunity.”

– Executive Order 01.01.2015.19 Signed by Governor Hogan

The WIOA Vision for State Workforce Boards

- Set and communicate the strategic vision and goals for the workforce and system
- Act as governor's chief **policy-making** body for workforce development **alignment**
- Embody the public-private **partnership** between state agencies and business

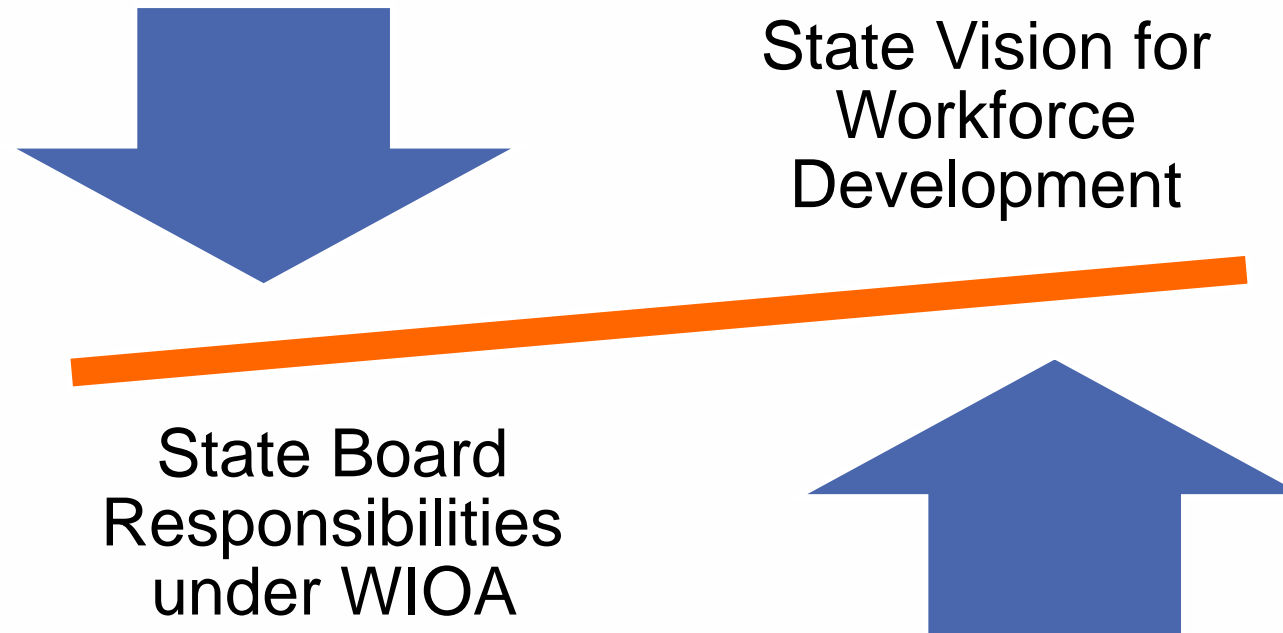


WIOA Responsibilities for State Workforce Boards

- Review, and recommend changes that align state policies and programs to meet industry needs
- Develop guidance for the operation and continual improvement of the workforce system
- Identify and disseminate best practices to the workforce system

http://www.doleta.gov/wioa/Docs/WIOA_GovernLeadership_FactSheet.pdf

High-performing boards effectively balance the state vision for the workforce system with board responsibilities...



...that demands a clear focus on strategy.

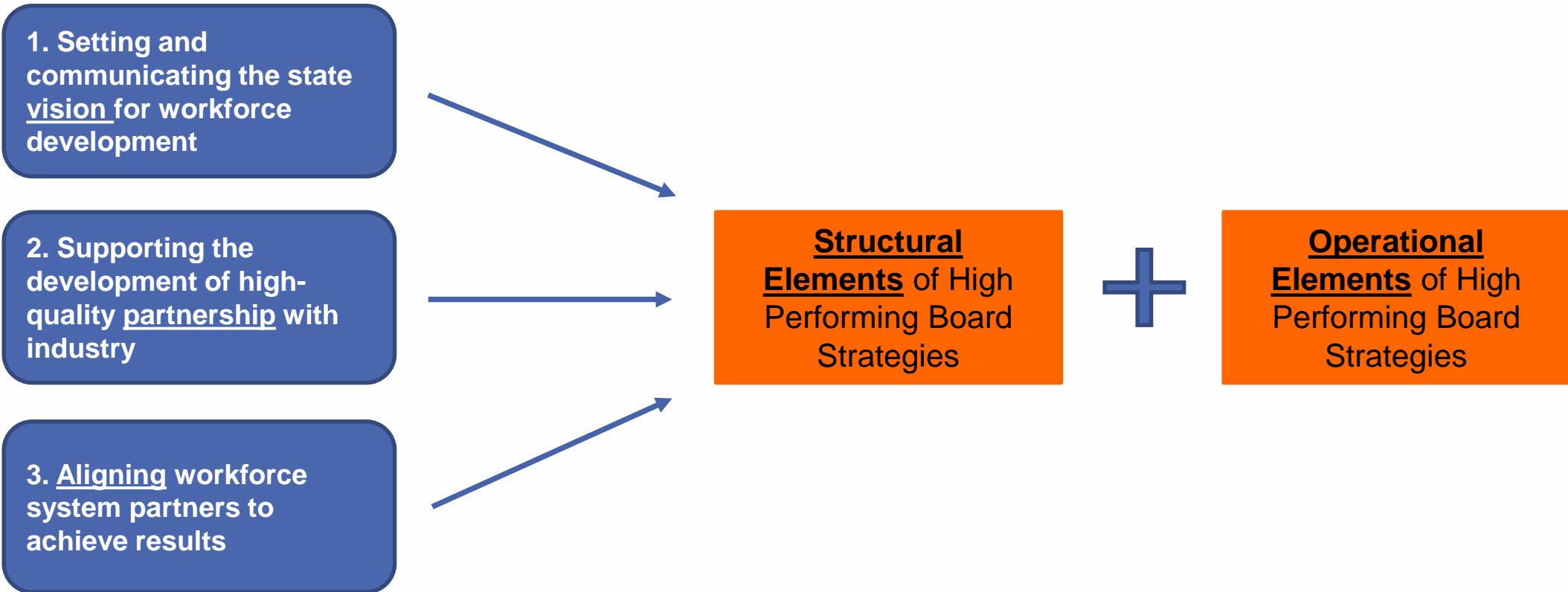
High-performing boards have strategies for:

1. Setting and communicating the state vision for workforce development

2. Supporting the development of high-quality partnership with industry

3. Aligning workforce system partners to achieve results

Those strategies have both structural and operational elements:



Information gathered from:

- Analysis of the Workforce Innovation and Opportunity Act (WIOA)
- Guidance issued by the Department of Labor - Employment and Training Administration (DOL-ETA)¹
- Insights from the National Association of State Workforce Board Chairs
- Promising state practices through interviews

1. http://wdr.doleta.gov/directives/attach/TEGL/TEGL_19-14_Acc.pdf

1. Setting and Communicating the State Vision for Workforce Development

Structural Elements

- Board empowered with a **clear statewide vision** for workforce development aligned with the state's economic development strategy.
- Board members are oriented to serve as **ambassadors** for the system, communicating that vision, “up, down and across.”
- Board establishes **specific goals** and **priorities** to drive that vision.

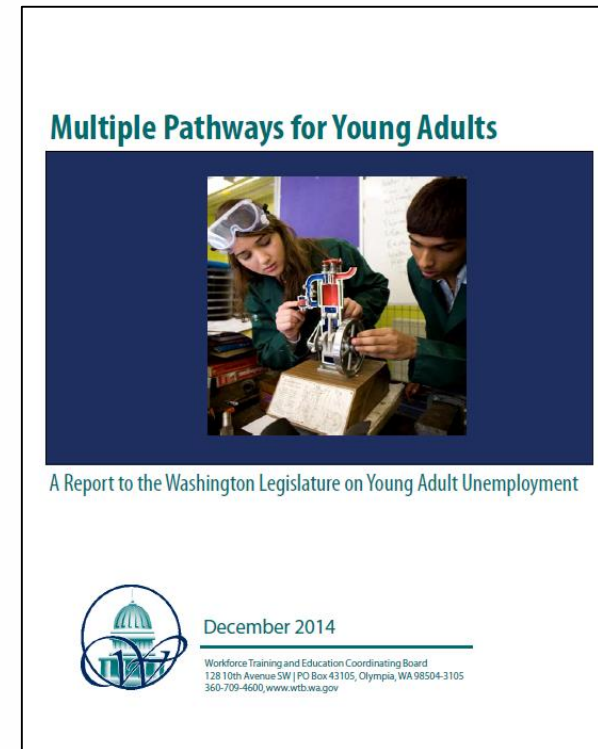


Operational Elements

- Board **aligns meeting agendas** and **inter-meeting communications** with the state vision and priorities.
- Board members have the **tools they need to communicate** that vision to stakeholders.
- Board engages with governor's office and industry to **identify and communicate priority actions** to realize vision.

1. Setting and Communicating the State Vision for Workforce Development

State Examples



2. Supporting the Development of High-Quality Partnership with Industry

Structural Elements

- Board charged with responsibility to develop and govern **a state-wide sector strategy** for workforce development.
- Identified a **strategic backbone** for supporting and expanding industry-workforce partnerships statewide.
- Membership reflects **decision-making capacity** from strategic industries and all components of the state talent pipeline.

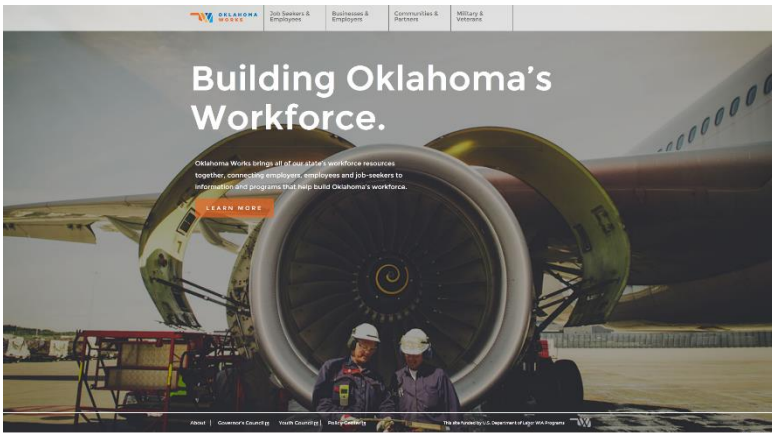


Operational Elements

- **Identifies strategic sectors** in the state and **catalyzes regional and local partnerships** with industry to meet talent needs.
- Helps **define/identify, assess progress** and **build the capacity** of high-quality regional and local industry partnerships.
- Seeks **feedback** from board members and the system on the responsiveness to industry and job-seeker needs.

2. Supporting the Development of High-Quality Partnership with Industry

State Examples




VISION Accelerate the **PACE** of New Jersey's Competitiveness in the 21st Century Global Market

Mission: We will increase the number of New Jersey residents with an industry valued credential or degree through high-quality partnerships and integrated investments.

Key Tasks:

1. Employability Skills Call to Action
2. Experiential Learning Call to Action
3. Increase of Prior Learning Assessments
4. Coordinated Career Awareness Campaign



Technology
Industry in New Jersey

Advanced Manufacturing
Industry in New Jersey

Health Care
Industry in New Jersey

Life Sciences
Industry in New Jersey

Financial Services
Industry in New Jersey

Retail, Hospitality & Tourism
Industry in New Jersey

Transportation, Logistics & Distribution
Industry in New Jersey



3. Aligning Workforce System Partners to Achieve Results

Structural Elements

- Identification of relevant, **cross-system indicators** aligned with state vision and a connection to **state data** sources.
- A clear plan for **aligning systems and local boards** across programs to the state vision
- Uses **time-limited task** forces with specific deliverables to deliver progress on priority issues.



Operational Elements

- Grounds meetings in **data-driven discussions** and regular reporting on high level, cross-system indicators aligned with state vision.
- Helps guide system coordination and the roles and responsibilities across partners, as well as **identifies and disseminates best practices** in service delivery.
- Supports **staff development** and works with system partners to build board's capacity to deliver.

3. Aligning Workforce System Partners to Achieve Results

State Examples

Council on Workforce Investment (CWI) – Talent Development Scorecard

<p>Career & Job Events</p> <p>Data Sources: DWD – Job Service, Division of Vocational Rehabilitation, Office of Veterans Services; local workforce development boards (WDBs); WEDC; WTCS; other workforce partners depending upon state plan</p> <p>Reports:</p> <p>Data Points:</p> <p>Frequency:</p>	<p>Business Service Outcomes</p> <p>Data Sources: Local workforce development boards (WDBs); DWD - Job Service, Office of Veterans Services, Division of Vocational Rehabilitation; WEDC; WTCS; other workforce partners depending upon state plan</p> <p>Reports:</p> <p>Data Points:</p> <p>Frequency:</p>
<p>Sector Strategies</p> <p>Data Sources: DWD Job Service; WEDC; local workforce development boards (WDBs); WTCS</p> <p>Reports:</p> <p>Data Points:</p> <p>Frequency:</p>	<p>Pathways & Partnerships</p> <p>Data Sources: WTCS; DWD; WTCS; local workforce development boards (WDBs); DPI; CWI committee member institutions</p> <p>Reports:</p> <p>Data Points:</p> <p>Frequency:</p>

Kentucky High Impact Workforce Investment Boards Initiative

 Year One Report

 Prepared by Corporation for a Skilled Workforce for the Kentucky Workforce Investment Board on behalf of the High Impact WIBs Stakeholder Steering Committee



INDIANA
WORKFORCE
DEVELOPMENT
AND ITS **WorkOne** CENTERS

**State Workforce Innovation Council
Indiana’s State Workforce Investment Board
Resolution to Establish SWIC Taskforces
July 23, 2015**

Discussion Questions

1. What does it mean for our board to be demand/industry driven? How can we best ensure that orientation across the workforce system?
2. How can board members best serve as ambassadors of the workforce system? What information, resources and tools do our members need to serve that role?
3. How can we ensure our board and our meetings are goal oriented and data-driven?
4. How do we best leverage the expertise of our members by keeping a strategic focus in meetings and staying out of the weeds?

Thank You!

Brent Parton
Program Director, Workforce
NGA Center for Best Practices
BParton@nga.org

Mike Bartlett
Policy Analyst, Workforce
NGA Center for Best Practices
MBartlett@nga.org