

WDB Strategic Plan


2019 - 20

All Phases of the Board

“WIOA Shift & Roadmap Plan”

Priorities & System Operating Principles

April 10, 2019



What is the Board
looking to accomplish
and why?

3 Essential Oversight Questions Given to the Board

When I look back 10 years ago, I find that my companies products and services have remained exactly the same and nothing has changed in direction, approach to work & use of technology.

Does everyone on the WDB have a complete and comprehensive understanding of the services our system has for Businesses and Job Seekers.

Everyone on the WDB has a firm grasp of our new direction and the reasons for it.



What is the difference between?

Past + Future = Present

vs.

Past + Present = Future

Priorities – What & Why:

1. Private sector business focus.
2. Adhere to 14 WIOA Board oversight responsibility's.
3. Guided by reset work plan & local plan submitted to State.
4. Establish a clear direction and requisite priorities.
5. Make sure we are known. Board System
6. “Unified” approach for work performed by our Centers.
7. Form partnerships with entities initiating work consistent with our mission.
8. Establish system and program outcomes for accountability.

What and Who:

“Linking System Affiliates” to Priorities – See graphic


1. System/Structural Work
2. Board Team Work
3. Board Membership Work
4. “Services” Work with focus on Business Services
5. Partner Work
6. Center/Director Work
7. Policy/Regulation/Protocol or Process Work
8. Economic Development/Chamber Work

System Entities “Move” the Established Priorities



So.....Why the Change in Direction?

1. WIOA Supports and Aligns with this Direction
2. 14 WDD Oversight Responsibilities Support and Align to this Direction
3. The “Reset Plan” Supports and Aligns with this Direction
4. Connections Team Supports this Direction – “Reading the Board”
5. Board Team Members Support See the Logic in this Shift
6. Our Employers and Job Seekers Deserve this Shift
7. Our Region Deserves this Shift
8. Board Members and our Community should not wonder:
 - a. Why does the Board and workforce system exist?
 - b. What does the Board and system want to accomplish?
 - c. What outcomes are important to us?



How does the Board
“reset” the Team
structure to address
what the Board is
looking to accomplish?

Three Phase “Team” Mission

Phase 1

Know What
Is.....

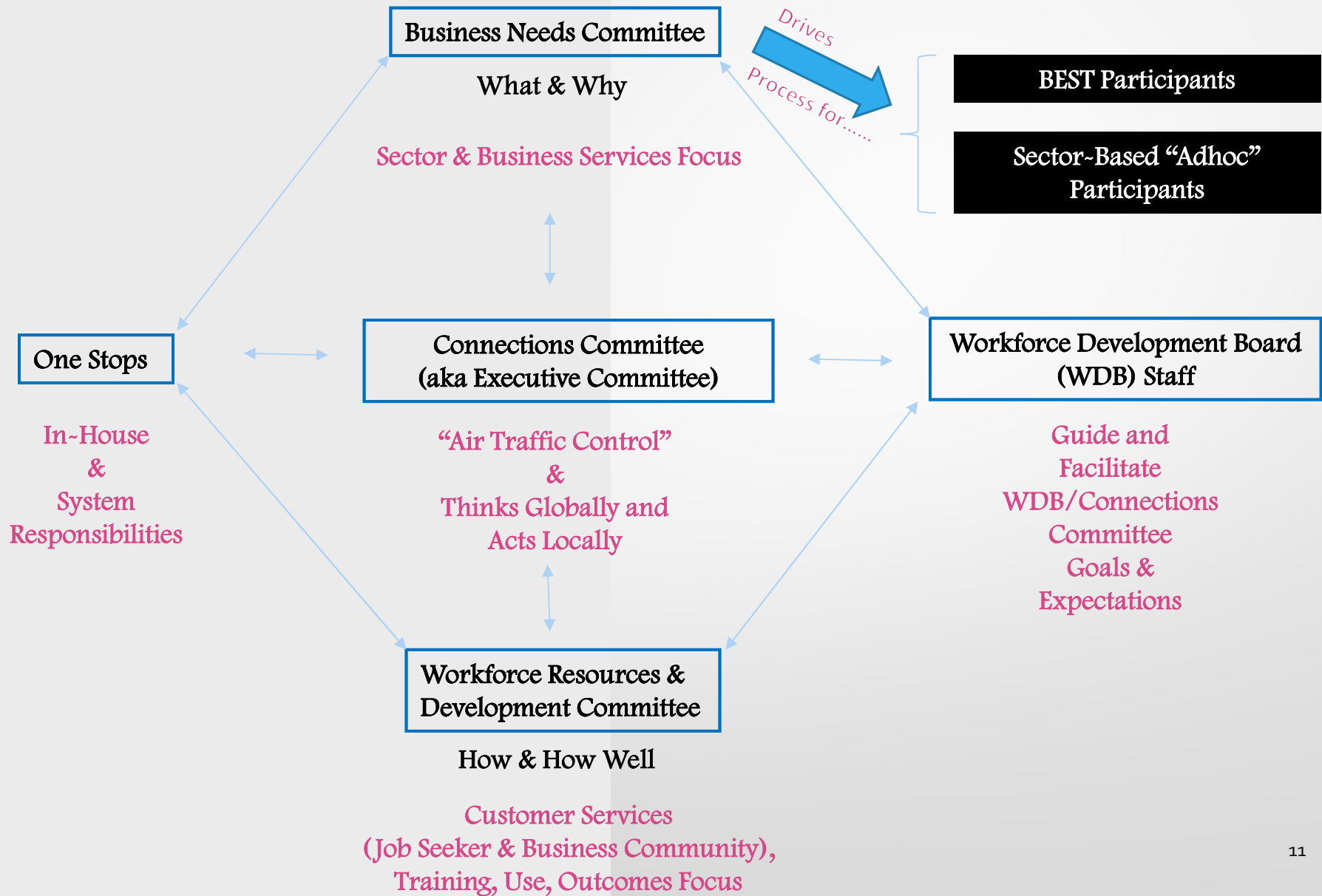
Phase 2

Fix Gaps/Overlaps &
Address Needs.....

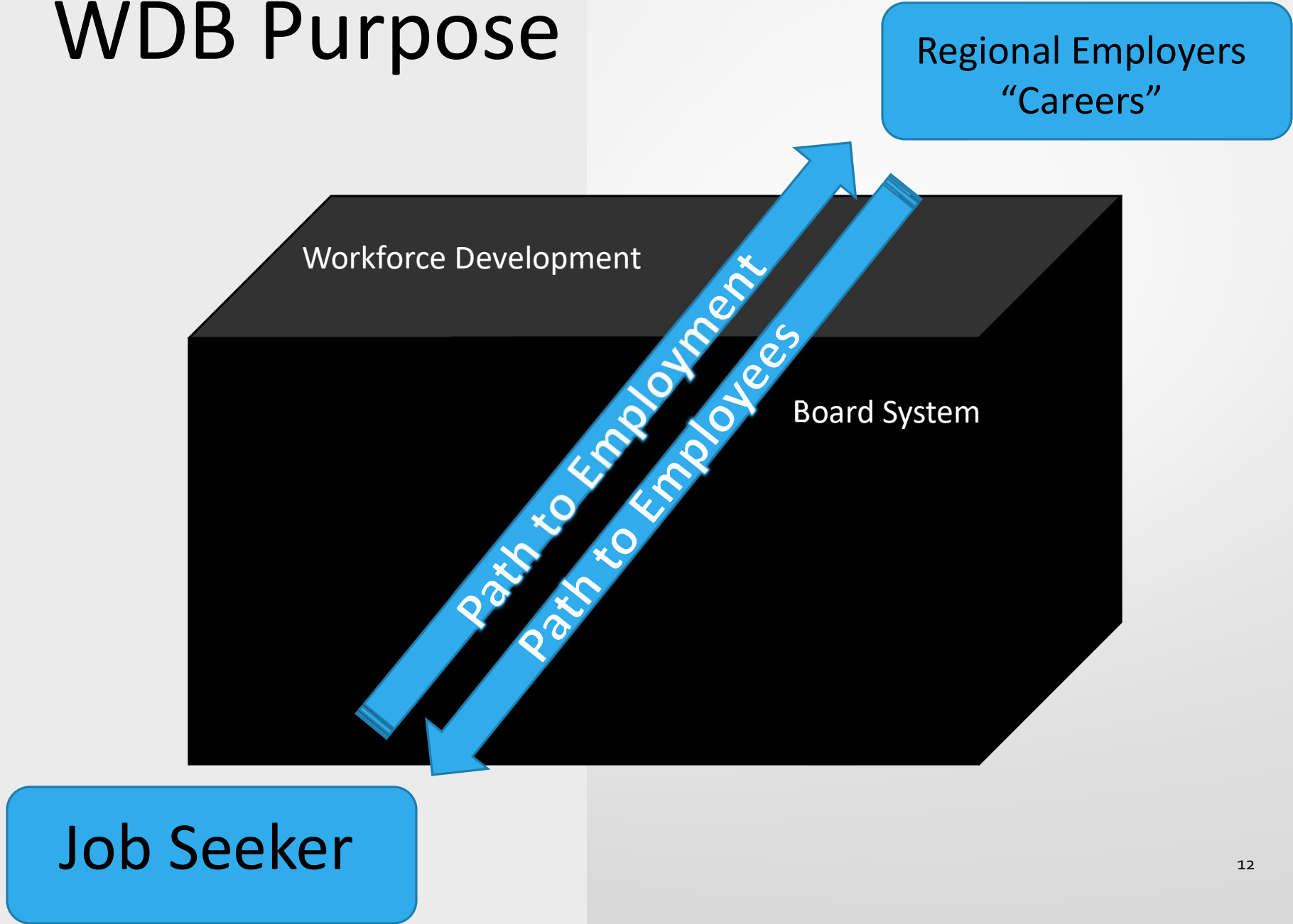
Phase 3

Refine, Adjust,
Re-create.....

WDB Committee Structure

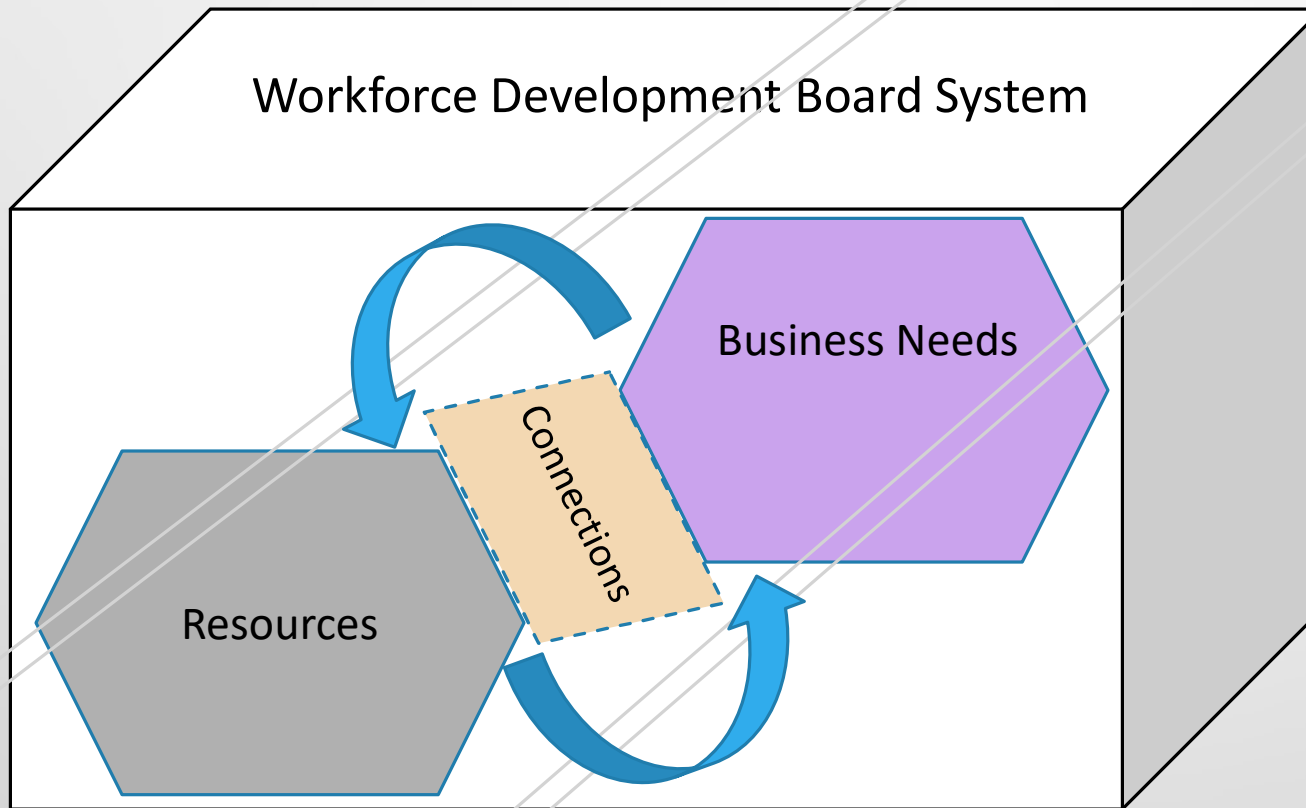


WDB Purpose



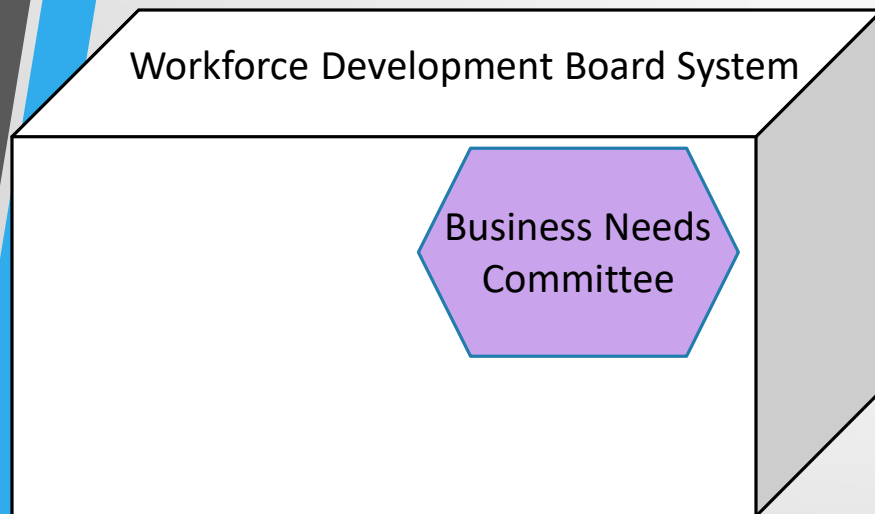
WDB Purpose

Regional Employers
"Careers"



Job Seeker

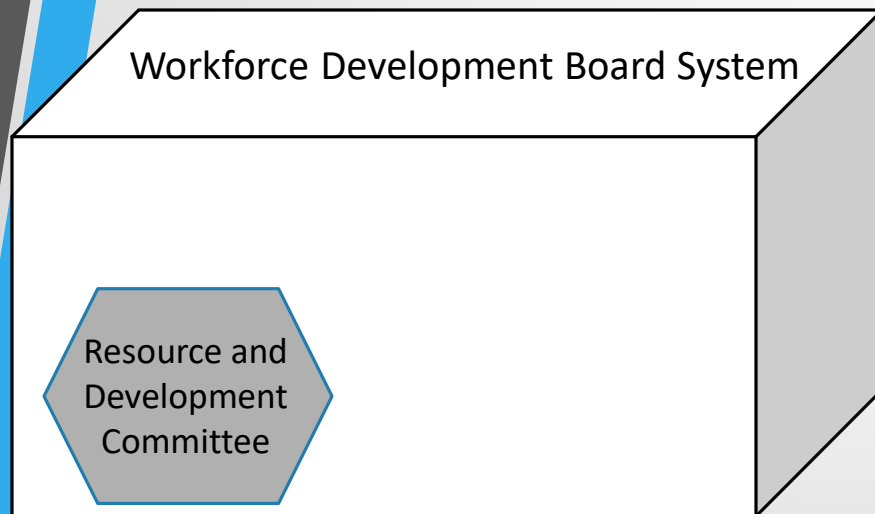
WDB Committee Structure & Purpose



Focus – Sector & Business Services

- Identify Multiple Methods to Identify Business Needs
- Initiate and Oversee ICEED Effort
- Prioritize ICEED Feedback
- Initiate the Development of Resources to Address Needs as Identified
- Handoff ICEED Feedback to Match Needs with Existing Resources

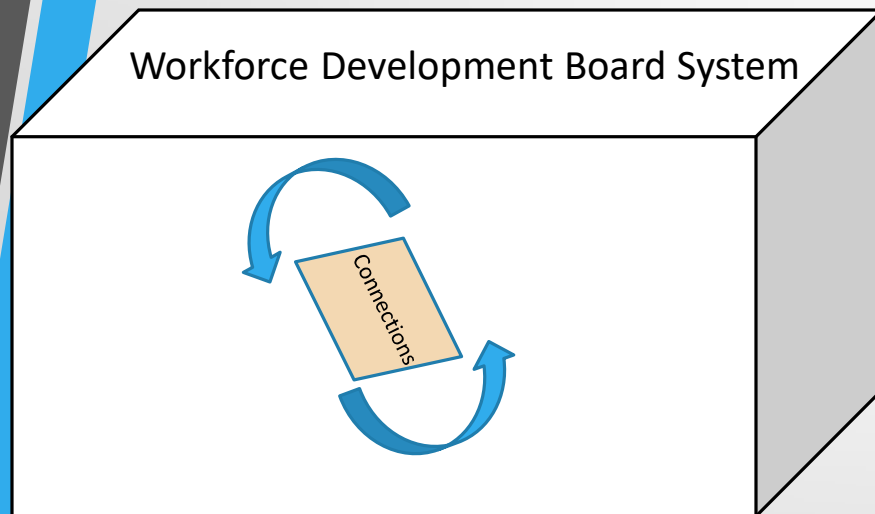
WDB Committee Structure & Purpose



Focus – Business Service Resources, Training, Use & Outcomes


- Unify Career Center Operations
- Identify Existing Resources to Both Seeker and Businesses
- Identify Center Processes for Both Seeker and Businesses
- Effectiveness & Outcome Metrics
- Develop System for Enhanced Coordination of Partners and Refined Collaboration in Consultation with Center Operator

WDB Committee Structure & Purpose





Focus – “Air Traffic Control”

- Workforce System Finances
- Facilitate Center Director Focus
- Establish Expectations:
 - ✓ For Board Committee Work
 - ✓ Facilitation of Board Direction
- Facilitate Committee Direction and Related Work



How does the “work plan” help to address what the Board is looking to accomplish?

 See work plan document 




How:

“What to do and what not to do.....”

Key Perspectives & Mindsets to Accomplish Priorities

The Enemies of Success

See handout



How does the Board oversee the system for effectiveness and to accomplish the direction of the Board?

How Well:

Board Oversight Responsibilities

Two primary areas of focus for the board:

- A. Governance and Oversight: Board, Centers, Partners & Workforce System.
- B. Business engagement in the system.

How Well:

14 Board WIOA Responsibilities

1. Writing and Approving the Local plan & **Regional plan**
2. Workforce Research and Regional Labor Market Analysis
3. Convening, Brokering and Leveraging – Workforce System Partners & Business Organizations
4. Employer Engagement in Local System & **Develop Sector Strategies**
5. **Career Pathways Development**
6. Promoting Proven and Promising Practices
7. **Technology Improvements for local system operations**



How Well:

14 Board WIOA Responsibilities

8. Program Oversight & Continuous Improvement
9. Appropriate Use/Management of Program Funds
10. Performance Negotiations
- 11. Selection of Center Operators and Service Providers**
12. Coordination with Education Providers
13. Budget and Administration
- 14. Accessibility for Individuals with Disabilities**



Methods to Effect Change and Impact Outcomes: People and Documents

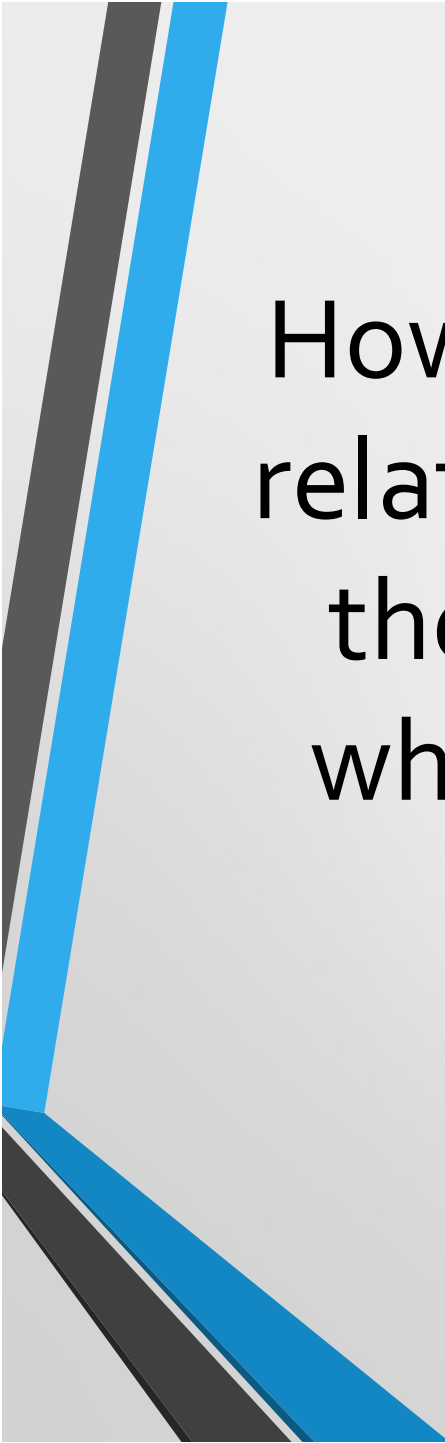
1. New Board Team Structure
2. Re-Casting the Management Team
3. Reset Concepts
4. Board Team “Work Plan”
5. Unifying the Centers
6. Data Used to Depict Performance & Improvement

WDB Priorities

2019 - 20

“Reset & WIOA Shift” Relationship of WDB to Career Centers – What ties us together?

Executive Director Comments Section of the Agenda
February 13, 2019



How do the three Centers and related Board expectations for the Centers help to address what the Board is looking to accomplish?

Expectations list and “mirror”

How:

Center Expectations

The WDB is responsible for the oversight of WIOA funds received by the local workforce development area and is required to ensure the appropriate use and management of funds provided to service providers. Providers shall:

- A. General: 3
- B. Program: 13
- C. Fiscal: 5
- D. Center Functioning: 3
- E. Communication/Meetings: 4

Board Roles and Responsibilities

System + Board Direction

System + Board Outcome

System + Board Policies

“14” Oversight Elements of System + Affiliates

Direction of System Needs, Program, Services

System Metrics + Data Review

Resource Allocation

Procedural Oversight

Identification + Use of System Regulations
for Oversight



Center Roles and Responsibilities

Center Regulation Implementation

Implementation of Procedures

Staff Assignments + Budget Development

Center Metrics + Data Review

Provision of Services + Programs (Procedural)

Oversight of the Center

Center Policies

Center Operational Outcomes

Center Direction + Operations

“Mirrored” Roles and Responsibilities

System + Board Direction

System + Board Outcome

System + Board Policies

“14” Oversight Elements of System + Affiliates

Direction of System Needs, Program, Services

System Metrics + Data Review

Resource Allocation

Procedural Oversight

Identification and Use of System Regulations for Oversight

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Oversight of the Center

Center Policies

Center Operational Outcomes

Center Direction + Operations

DIRECTION /
OVERSIGHT

WIOA /
DOL

IMPLEMENTATION /
PROGRAMS+SERVICES

DOL /
COUNTY



Questions?

