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The Board and its Role

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Where Are We Today?

- The Workforce Investment Act (WIA) will be 10 years old
- We are looking at changes regardless of who wins the election
 - Democrats
 - stronger role for unions
 - GOP
 - continued emphasis on community colleges to provide training for tomorrow's jobs
 - regionalism

Where we are today

- Over the past 10 years – boards have come to see the employer as the customer
- Boards have gone beyond the original intent of WIA to act as catalysts in their communities
 - Housing
 - Sustainability
 - Creating occupational clusters - WIRED
 - Collaborating with economic development and education
 - Adopting policies for serving those with barriers
 - Veterans programs

How do Boards Push the Envelop?

- Unlike other boards
 - Workforce boards derive some of their powers from governing legislation, WIA
 - Other powers are assigned by the elected officials
 - The regulations provide this power
 - Other powers are derived because they are not assigned elsewhere or prohibited
 - Some powers are assigned to the elected officials, others to the board and others to the state
 - Need a staff with expertise able to implement grants and board policies

What are the responsibilities of the chief local elected officials ...

- Under the WIA
 - Appointment of Board Members
 - Approve the Budget
 - ***Agreement with Board regarding assumption of responsibilities under the law***
 - Requests to be designated a workforce area
 - Set policy and oversight for the local area
 - 5 Year Strategic Local Plan

What are the responsibilities of the chief local elected officials ...

- Negotiation of local performance
- Select one stop operators and providers
 - Certify, designate and/or terminate
- Grant **recipient**
 - Disburse funds for workforce activities upon local board direction
 - May appoint another local grant recipient or fiscal agent
 - Elected still remain liable for the money
- Liable for misuse of funds

What are the responsibilities of the chief local elected officials ...

- Appoint members of the Youth Council
- Consult with governor on in state allocation formulas

Responsibilities of the Board

- Local Boards are encouraged in the regulations establish
 - **policies**
 - **interpretations**
 - **guidelines**
 - **definitions**
 - to implement provisions of title I of WIA
 - Consistent with the Act, the regulations and State policies.
 - Where the law is silent
- Approve (5 Year) Strategic Local Plan

Responsibilities of the Board

- Select one stop operators and providers
 - Certify, designate and/or terminate
- Competitive selection of youth providers
 - Upon recommendation of youth councils
- Identify intensive service providers
 - If it is not the one stop
 - Through contracts
- Identify eligible providers of training services
- Approve Courses of Training
- Approve exceptions to the WIA Individual Training Accounts
- Budget for carrying out its duties

Responsibilities of the Board

- Approve disbursements of funds
- Employ staff
- Accept and solicit donations
- Oversight
- Negotiation of local performance
- Developing statewide employment statistics per Wagner Peyser
 - Identifying occupations in demand
 - Localize Labor Market Information

Responsibilities of the Board

- Develop By Laws
- Appointment of Board Committees
- Promote the One Stop, the Board and its programs, services and activities
- Biggest change since birth of WIA
 - Board recognition that their job is not to oversee day to day operations
 - Board recognition that their job is to look at the bigger picture

Responsibilities of the Board

- **Example – Current Economy**
 - **More customers**
 - **No more money**
 - **Sustainability to increase funding**
 - **Technology answers**
 - **Partnering with staffing companies**
 - **Partnering with private and public sector organizations**

Responsibilities of the Chief Local Elected Official and the Board

- Boards may serve as the one stop or deliver intensive services
- Appoint Youth Council
- Approve Workforce Strategic Plans
- Select, Designate, Terminate One Stop Core and Intensive Services Providers
- Agree to accept/apply for grants or funds
- Approve increases and renewals of contracts with service providers
- Set policy and oversight for the local area
- Approval of Contract Awards
- Negotiate Local Performance

Other Board Options for One-Stops

- Oversee the one-stop delivery system
- Decide the types and mix of services to be provided to customers.
- Possible variations in the delivery of core and intensive services.
- Designate or procure one-stop operators
- Define Operator responsibilities
- Policy on termination of one stop operators.
- Define what "core services" will be available to the general population?
- Operational definition of "intensive services"

Other Board Options for One-Stops

- Approval of Optional One Stop Partners
- How much money for one stop
- How many providers
- Which one stop model
- What Support services will be offered

One Stop Options

- Defining Employer services
- Measuring Board Performance
- What reports should the board receive?
- What customer satisfaction questions should be asked
- What performance are you for from the one stop
- What cost issues should you consider

The Dilemma

- 7,157 One Stop customers have not graduated high school
- 16,324 One Stop customers have no post secondary education
- The economy is getting worse
- Those with skills will fare better than those without skills
- What policies should be adopted to assist the individuals coming into the one stop?

The Dilemma

- Does the answer lie in
 - Collaborations?
 - Distance learning?
 - Employer based learning?
 - On the Job Training
 - Customized Training
 - Employed Worker Training
 - Entrepreneurial Training
 - More individual training accounts/vouchers?
 - Sustainability Initiatives

The Dilemma

- How can the Board help engage business partners to assure the one-stops are responding to current and future workforce needs
 - Employer seminars
 - List all jobs with the one-stop
 - Recruit other members
 - Cross pollinate

Where we want to go

- One Stop Vision
 - That the N Central Region's One Stop System positively impacts economic development by increasing the competitiveness of the workforce
 - The Question is how?

Where we want to go

- **Recommended Goals**
 - **Enhance and expand partnerships with key stakeholders to inform, prioritize, and participate in the one stop model**
 - **Coordination**
 - **Collaboration**
 - **Cooperation**
 - **Enhance and expand business partnerships to inform, prioritize, and participate in the one stop model**
 - **Obtain new resources to provide skill development opportunities in the one stop system for challenged populations**
 - **Ex offenders, limited English, low wage workers**

Can we agree?

- Is this the correct vision and goals?
- What are our strategies for achieving the goals

Where we want to go

- What should the one-stop be in five years
 - Physical attributes
 - Virtual
 - Types of services
 - How should performance be measured?
 - Different delivery system
 - Has the model of core and intensive reached its maximum

Where we want to go

- One Stop Models
 - Consortium models
 - Some services may be procured
 - Procured models
 - Split providers
 - Core Services
 - Intensive Services
 - Multiple providers
 - Specialized service providers
 - Staffing companies and Professional Employment Organizations

One Stop Models

- Increased need
- Increased demand for accountability
- No increase in funds
- Need to consolidate efforts
- Need to reduce overhead increase resources available to customers
- Need to have consistency in the workforce area
- Boards are moving away from the multiple provider model

Challenge

- To make some of the hard decisions
- To rely on your experts – the staff
- To involve the business community
- To represent the one stop system in the community
- To assure quality
- To identify metrics/measures
- To tell the story