



ARKANSAS GOVERNANCE TRAINING

AWDB MEMBER SESSION

FEBRUARY 3, 2021

10:00 AM – 11:30 AM



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ATTENDANCE TRACKER

► Please follow this link (it's also in the chat) to register your attendance in today's training:

- <https://forms.office.com/Pages/ResponsePage.aspx?id=8NjBXmLLAECzJ45jsFRwSI3AIBjhIO9Govz0kmAziPBUNkpVRTFZMk8xV05HQVQwMFpLMDIKWjRaMi4u>

PRESENTERS



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AGENDA



1. WIOA Vision for State Boards

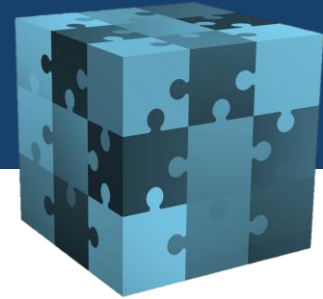
- a. AWDB Purpose and Relationships in the Workforce System
- b. AWDB Roles and Membership

2. “Deep Dive” on AWDB Governance Roles and Responsibilities

3. AWDB Member vs. Staff Roles

4. Q&A

TRAINING OBJECTIVES



- ▶ Build understanding of:
 - WIOA's vision for State Boards
 - AWDB governance roles and responsibilities
 - How the State Board interacts with other components of the workforce system
- ▶ Engage in dialogue regarding AWDB governance roles, AWDB member questions, any challenges to success, and any additional technical assistance needs

ENGAGING WITH US DURING THE SESSION

- ▶ Submit questions through Slido
 - Go to slido.com
 - Enter the event code #ARSWDB in the “Joining as a participant?” box at the top of the page
- ▶ Any questions that do not get answered on the call today, we will work with ADWS to get answers to you.



WIOA VISION FOR STATE BOARDS

WORKFORCE INNOVATION & OPPORTUNITY ACT

WIOA VISION

Seeks to improve job and career options for our nation's workers and job seekers through an integrated, job-driven public workforce system that links diverse talent to businesses.

Supports the development of strong regional economies where businesses thrive, and people want to live and work

Based on idea that public workforce system supports development of a talent pipeline

WIOA: FIVE PRINCIPLES

- ▶ Integrated Service Delivery
- ▶ Focus on Strategy
- ▶ Regional Economic Development
- ▶ High Quality Services
- ▶ Accountability & Transparency

WIOA Operating Guidance



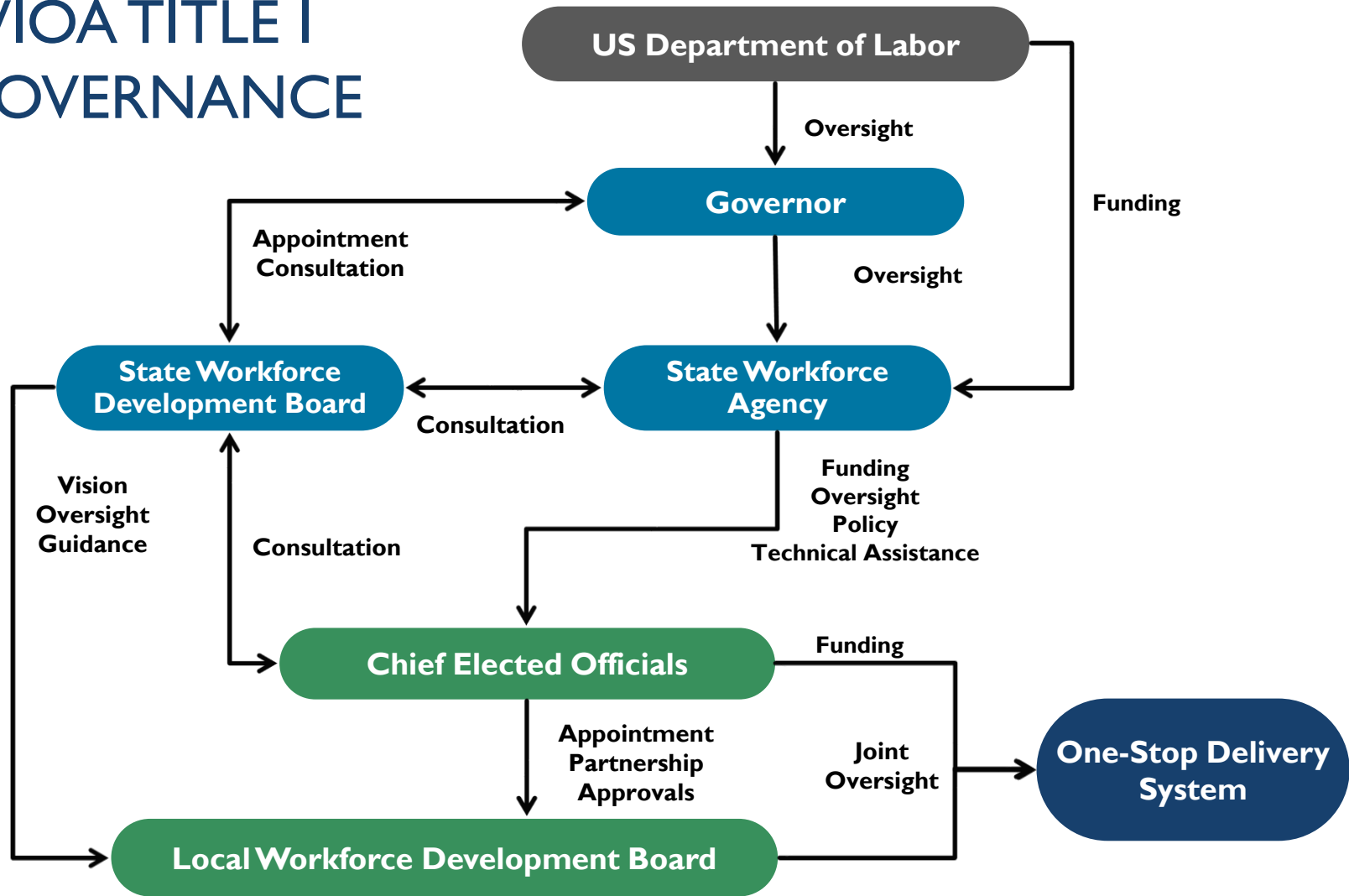
WIOA “HALLMARKS OF EXCELLENCE”



THRIVING COMMUNITIES



WIOA TITLE I GOVERNANCE



AWDB RELATIONSHIP TO OTHER WORKFORCE SYSTEM PARTNERS

- ▶ Appointed by and consults with the Governor
- ▶ Consults with the State Workforce Agency
- ▶ Consults with Chief Elected Officials
- ▶ Provides vision, oversight, and guidance to Local Boards


AWDB PURPOSE & ROLE



- ▶ Purpose: Develop and continuously improve Arkansas's workforce system
- ▶ Role: The AWDB establishes the vision for full implementation of WIOA in the state and oversees local implementation of that vision.
 - Ensure plan, policies, and strategies reflect the WIOA vision, embody the Hallmarks of Excellence, and are designed to develop the talent pipeline that meets the needs of businesses and supports community prosperity.

STATE WORKFORCE DEVELOPMENT BOARD

Appointed by the Governor to oversee implementation and continuous improvement of the state workforce system.



Purpose is to convene state, regional, and local partners to:

Enhance the capacity of the system

Align and improve program outcomes

Promote economic growth

Engage businesses and other stakeholders

Support achievement of the state's vision and goals

AWDB MEMBERSHIP

- ▶ Governor appoints members from across the state that represent:
 - Business
 - Labor organizations and workforce representatives
 - State agencies that administer the programs within the public workforce system
 - Chief elected officials, and
 - Community-based organizations
- ▶ Businesses must be a majority of State Board representatives and a business representative must serve as the AWDB Chair.

ROLE OF BOARD MEMBERS

- ▶ Advise the Governor and State agencies on the State's workforce development strategy and investments
- ▶ Promote and advance the State's Vision and State Plan with businesses, labor, and community representatives
- ▶ Be an ambassador for the workforce development system
- ▶ Actively participate in AWDB meetings
- ▶ Review meeting agendas and background material in advance of the meeting to ensure understanding of the agenda items
- ▶ Serve on and actively participate in AWDB committees and task forces

SUMMARY OF AWDB KEY RESPONSIBILITIES

- ▶ Convene state, regional, and local partners
- ▶ Engage employers and other stakeholders to achieve WIOA vision
- ▶ Create an agile system that identifies and responds to the needs of focus industries and populations
- ▶ Strengthen alignment and streamlining among system partners and programs
- ▶ Enhance capacity, performance, and continuous improvement of the state's workforce system
- ▶ Support industry sector strategies and career pathways
- ▶ Promote economic growth
- ▶ Develop and implement State Plan, One-Stop certification process, and performance measures
- ▶ Promote proven and promising practices
- ▶ Effectively use technology

POLL QUESTION (SELECT ONE ANSWER)

- As an AWDB member, I feel strongest in my role as:
- ☐ An advisor to the Governor and State agencies on workforce development vision, strategy, and investments
 - ☐ A supporter of the state's workforce vision and plan with partners and stakeholders
 - ☐ An ambassador for the workforce system
 - ☐ An active State Board participant and contributor
 - ☐ An active contributor to AWDB committee/task force work

WHAT QUESTIONS DO YOU HAVE?





AWDB GOVERNANCE ROLES AND RESPONSIBILITIES

“DEEP DIVE” ON AWDB ROLES

1. Development, implementation, and modification of the 4-year State Plan
2. Development and continuous improvement of the workforce system
3. Performance and accountability
4. Identification and dissemination of best practices information
5. Development and review of statewide policies for the workforce system
6. Technology improvements to support access and quality of services
7. Alignment of technology and data systems
8. Funding allocation
9. Other AWDB roles and responsibilities

DEVELOPMENT, IMPLEMENTATION, AND MODIFICATION OF THE 4-YEAR STATE PLAN

- ▶ WIOA requires states to submit a four-year plan to the U.S. Department of Labor that outlines a four-year strategy for the state workforce development system
- ▶ States must have approved plans in place to receive federal funding
- ▶ Planning is coordinated across the six core programs to reflect integrated priorities/strategies:
 - WIOA Adult, Dislocated Worker, and Youth (Title I)
 - Adult Education (Title II)
 - Wagner-Peyser (Title III)
 - Vocational Rehabilitation (Title IV)
- ▶ AWDB ensures the State Plan reflects its vision, priorities, and strategies for workforce development in the state

ABOUT THE WIOA STATE PLAN

- ▶ Opportunity to describe the workforce development system you truly want, and to explain how the state will use WIOA to achieve that vision
- ▶ Need not be limited to federal programs under WIOA's four titles or to minimum federal requirements
- ▶ Not just a compliance document – should serve as a playbook for effective strategies to help businesses and workers succeed



ELEMENTS OF THE STATE PLAN

- ▶ Vision
- ▶ Customer focus
- ▶ Comprehensive and inclusive planning
- ▶ Alignment with other community plans
- ▶ “One system” focus
- ▶ Measurable goals beyond WIOA
- ▶ Leveraged/braided investments
- ▶ Living document focused on continuous improvement of the workforce development system
- ▶ Industry sector approach to employer engagement and career pathways development



DEVELOPMENT AND CONTINUOUS IMPROVEMENT OF THE WORKFORCE SYSTEM

- ▶ Identification of barriers and means for removing barriers to better coordinate, align, and avoid duplication among programs and activities
- ▶ Development of strategies to support career pathways
- ▶ Development of strategies to provide effective outreach to and improved access for potential individual and employer system customers
- ▶ Development and expansion of strategies to meet the needs of employers, workers, and job seekers through industry sector partnerships and career pathways
- ▶ Providing continuous improvement assistance to local workforce development systems, including LWDBs, One-Stop Operators, partners, and service providers, to enhance service delivery to customers
- ▶ Development of strategies to support system staff training and development

PERFORMANCE AND ACCOUNTABILITY

- ▶ Development and updating of comprehensive State performance and accountability measures to assess core program effectiveness
 - WIOA measures
 - Others measures of strategic importance to the Board and statewide workforce system achievement and continuous improvement
 - High growth industries/occupations
 - Return on Investment
 - AWDB priorities
 - Employer satisfaction measures



IDENTIFICATION AND DISSEMINATION OF BEST PRACTICES INFORMATION

- ▶ Effective operation of Arkansas Workforce Centers
 - Business outreach
 - Partnerships
 - Service delivery strategies, including strategies for serving individuals with barriers to employment
- ▶ Development of effective Local WDBs
 - Performance, fiscal integrity, and other measures of effectiveness
- ▶ Effective training programs
 - Use of real-time LMI and focus on career pathways entry and advancement

DEVELOPMENT AND REVIEW OF STATEWIDE POLICIES FOR THE WORKFORCE SYSTEM

- ▶ To support coordinated provision of services through the State's one-stop delivery system
- ▶ To include:
 - One-Stop (Arkansas Workforce Center) Certification criteria and procedures for use by LWDBs
 - Guidance for development of local Memoranda of Understanding (MOUs)
 - Guidance for the allocation of One-Stop center infrastructure funds and approaches for facilitation of equitable and efficient cost allocation in the system
 - Policies relating to the appropriate roles and contributions of entities carrying out One-Stop partner programs

TECHNOLOGY IMPROVEMENTS TO SUPPORT ACCESS AND QUALITY OF SERVICES

- ▶ Digital literacy skill enhancement
- ▶ Acceleration of skills and post-secondary credential acquisition
- ▶ Strengthening of staff/provider professional development
- ▶ Ensuring that technology is accessible to individuals with disabilities and individuals residing in remote areas

ALIGNMENT OF TECHNOLOGY AND DATA SYSTEMS

- ▶ Development of strategies for aligning technology and data systems across One-Stop partner programs
 - To enhance service delivery and improve efficiencies in reporting on performance accountability measures
- ▶ Implementation of common intake, data collection, case management information, and performance accountability measurement and reporting processes
 - To improve coordination of services across partner programs

FUNDING ALLOCATION

- Development of allocation formulas for the distribution of funds for employment and training activities for adult and youth workforce investment activities to local areas



OTHER AWDB ROLES AND RESPONSIBILITIES

- ▶ Preparation of annual reports
- ▶ Development of the statewide workforce and labor market information system under the Wagner-Peyser Act (Title III)
- ▶ Development of other policies to promote statewide objectives for and enhance the performance of the workforce development system

POLL QUESTION (SELECT ONE ANSWER) (2)

- ▶ As an AWDB member, I feel I most need to learn more about...
 - Development, implementation, and modification of the 4-year State Plan
 - Development and continuous improvement of the workforce system
 - Performance and accountability
 - Identification and dissemination of best practices information
 - Development and review of statewide policies for the workforce system
 - Technology improvements to support access and quality of services
 - Alignment of technology and data systems
 - Funding allocation
 - Other AWDB roles and responsibilities

WHAT QUESTIONS DO YOU HAVE? (2)





AWDB MEMBER VS. STAFF ROLES

BOARD VS. STAFF ROLES



► Board Members

- **Set** strategic vision
- **Lead** a specific strategic initiative (e.g., career pathway development, improving access)

► Board staff

- Serve as strategic **Project Managers**
- **Research** best practices
- **Develop concepts** for Board in alignment with their vision for action
- **Convene** Core Partners to carry out the vision and strategy established by the Governor and AWDB
- **Execute**

POLL QUESTION (OPEN-ENDED)

- ▶ As an AWDB member, what I most need from Board staff to effectively fulfill my roles is...
 - [Open-ended responses]

WHAT QUESTIONS DO YOU HAVE? (3)



EVALUATION

- ▶ Please take a minute and give us feedback on the session today (link is also in the chat):

[AWDB Session Survey](https://www.surveymonkey.com/r/AR_WIOA_Gov_SWDB_2-3-21)

(https://www.surveymonkey.com/r/AR_WIOA_Gov_SWDB_2-3-21)

CONTACT US!



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THANK YOU!



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