



# NEVADA GOVERNANCE TRAINING

GOVERNOR'S WORKFORCE DEVELOPMENT BOARD (STATE BOARD)  
MEMBER SESSION

APRIL 15, 2021

1:30 PM – 3:00 PM PT



# RECORDING NOTIFICATION

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# PRESENTERS



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# AGENDA



## 1. WIOA Vision for State Boards

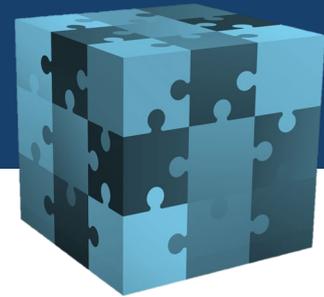
- a. State Board Purpose and Relationships in the Workforce System
- b. State Board Roles and Membership

## 2. “Deep Dive” on State Board Governance Roles and Responsibilities

## 3. State Board Member vs. Staff Roles

## 4. Q&A

# TRAINING OBJECTIVES



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

## POLL QUESTION (I)



- ▶ I am a [select your role]
- ▶ I understand my role and how the State Board fits into the Nevada workforce development system.
  - Yes, definitely; I am a pro.
  - Somewhat, but I am not sure that my understanding is 100% accurate.
  - Unsure; I actively participate and have reviewed materials, but I am not confident that I fully understand.
  - I am not at all confident in my understanding of my role or the State Board's role.



# 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



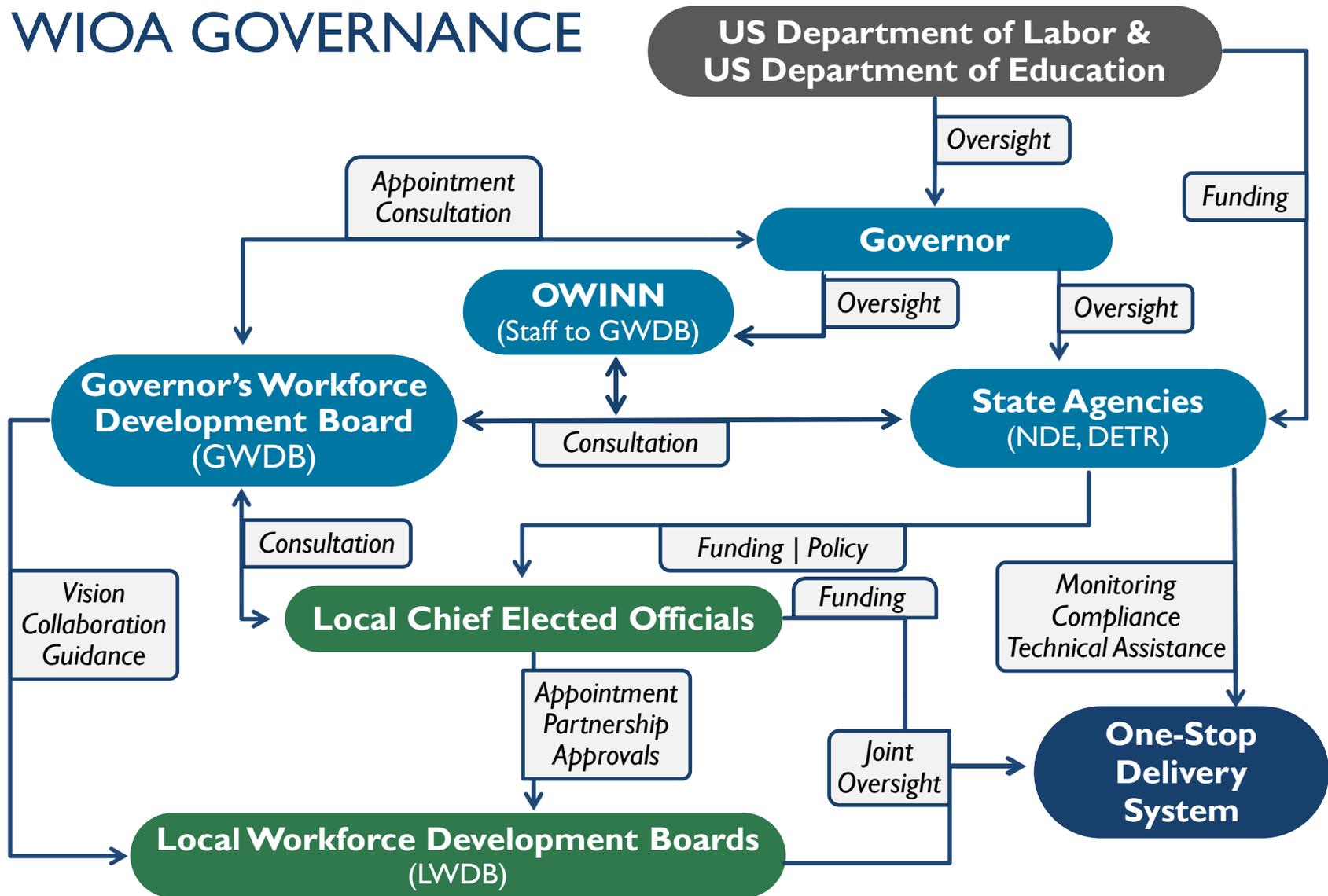
# WIOA “HALLMARKS OF EXCELLENCE”



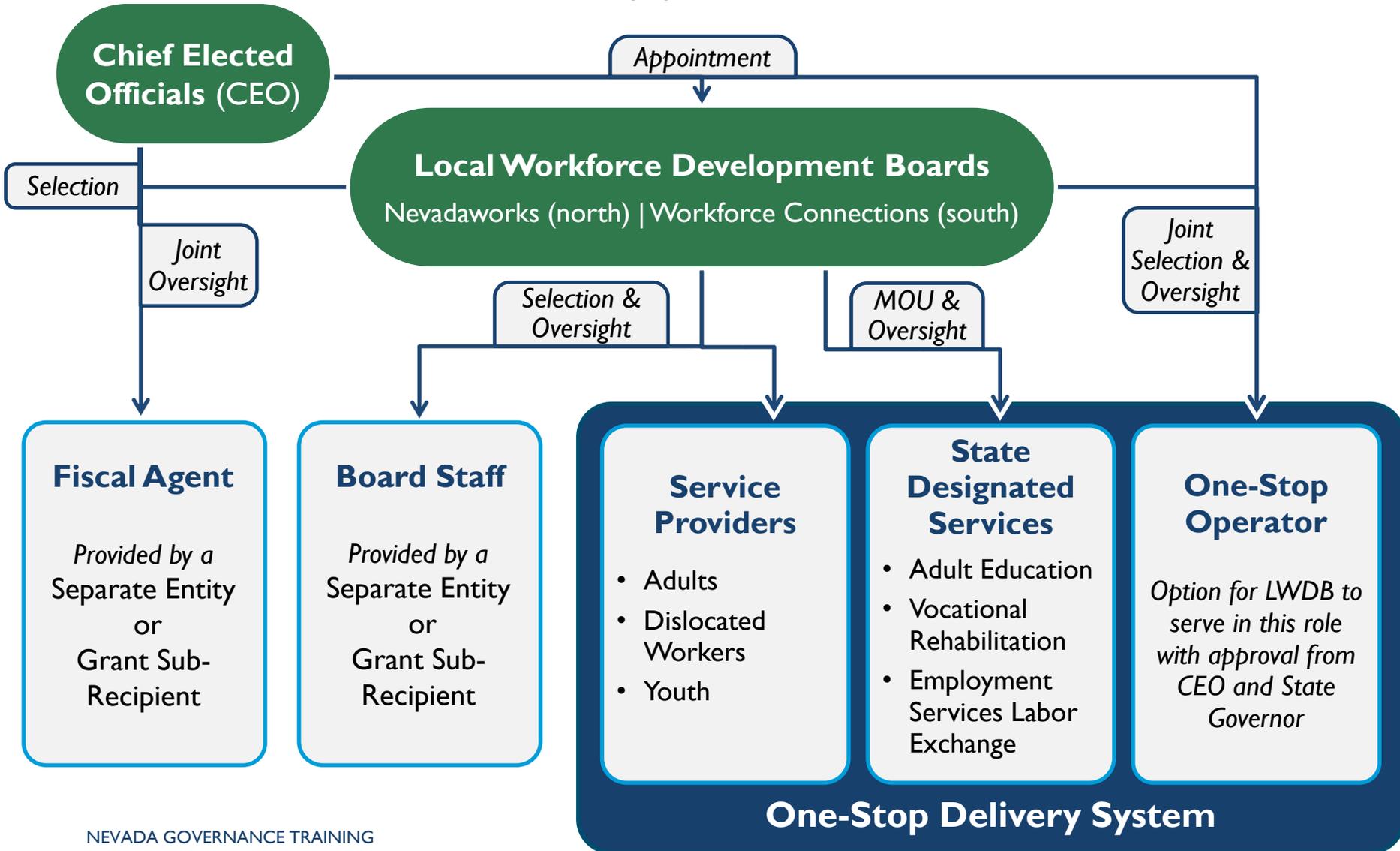
# THRIVING COMMUNITIES



# WIOA GOVERNANCE



# WIOA GOVERNANCE (2)



# STATE BOARD 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

## STATE BOARD PURPOSE & ROLE



- ▶ *Purpose:*  
Develop and continuously improve Nevada's workforce system
- ▶ *Role:* The State Board 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.

# GOVERNOR'S WORKFORCE DEVELOPMENT BOARD (STATE 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

# STATE BOARD MEMBERSHIP



- ▶ **Governor appoints members from across the state that represent:**
  - Business / Industry
  - Labor organizations and workforce representatives, may include community-based organizations
  - State agencies that administer the programs within the public workforce system
  - Local elected officials, state legislature and Governor's designee
- ▶ **Businesses must be a majority of State Board representatives and a business representative must serve as the State Board 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 State Board 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 State Board committees and task forces

# SUMMARY OF STATE BOARD 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 (2)



- ▶ As a State Board 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 State Board committee/task force work

# WHAT QUESTIONS DO YOU HAVE? (I)





# STATE BOARD GOVERNANCE ROLES AND RESPONSIBILITIES

# “DEEP DIVE” ON STATE BOARD 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. Other State Board 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 (3 programs of Title I)
  - Adult Education (Title II)
  - Wagner-Peyser (Title III)
  - Vocational Rehabilitation (Title IV)
- ▶ State Board 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
    - State Board priorities
    - Employer satisfaction measures



# IDENTIFICATION AND DISSEMINATION OF BEST PRACTICES INFORMATION

- ▶ **Effective operation of Nevada One-Stops**
  - 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 (American Job 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

# 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

# OTHER STATE BOARD 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 (3)

- ▶ As a State Board 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
  - Other State Board roles and responsibilities

# WHAT QUESTIONS DO YOU HAVE? (2)





# STATE BOARD 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 State Board
- **Execute**

## POLL QUESTION (4)



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

# WHAT QUESTIONS DO YOU HAVE? (3)



## POLL QUESTION (5)



- ▶ I am a [select role]
- ▶ After participating in today's training, I understand my role and how the State Board fits into the Nevada workforce development system.
  - Yes, definitely; I am a pro.
  - Somewhat, but I am not sure that my understanding is 100% accurate.
  - Unsure; I actively participate and have reviewed materials, but I am not confident that I fully understand.
  - I am not at all confident in my understanding of my role or the State Board's role.

# EVALUATION

- ▶ Please take a minute and give us feedback on the session today (link is in the chat)
- ▶ [Nevada Governance Training State Board Session Survey:](https://www.surveymonkey.com/r/NV_Governance_State_Board_Apr_15)  
[https://www.surveymonkey.com/r/NV\\_Governance\\_State\\_Board\\_Apr\\_15](https://www.surveymonkey.com/r/NV_Governance_State_Board_Apr_15)



# CONTACT US!



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# THANK YOU!



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