

Workforce Development is *Everyone's Business*



A Strategic Plan for the Alaska Workforce Investment Board

AWIB's Vision



An Opportunity for Employment for All Alaskans

- ✓ Right Person
 - ✓ Right Skills
 - ✓ Right Job
 - ✓ Right Time

AWIB's Mission



To provide leadership, set policy, direction and accountability standards to get Alaskans into jobs.

AWIB Authorities & Responsibilities



- 1. Set quality standards:**
 - Eligible Training Providers
 - Job Center certification
 - Youth vendors
- 2. Assess performance and make recommendations to the Governor**
- 3. Establish industry and occupation priorities which direct investments**
- 4. Establish priorities for investment strategies**

AWIB Opportunities to Lead Change



- Define *BOLD* new strategies for working differently
- A New Era of Accountability
 - Across agencies
 - Within regions
- Convene the forums of diverse stakeholders
- Engage industry and businesses in workforce issues
- Use quality information to make better investment choices



The External Environment



A strategy must stay relevant to the constantly changing external environment.

The summary SWOT Analysis includes major issues affecting workforce investment as defined by the Board.

Strengths ~

- One Board – One Direction
- New Era of Accountability

Weaknesses ~

- Lack of Public Awareness
- Poor Systemic Connections
- Lack of Rural / Regional Voice
- Drug and Alcohol Issues
- Long-term fiscal plan not understood

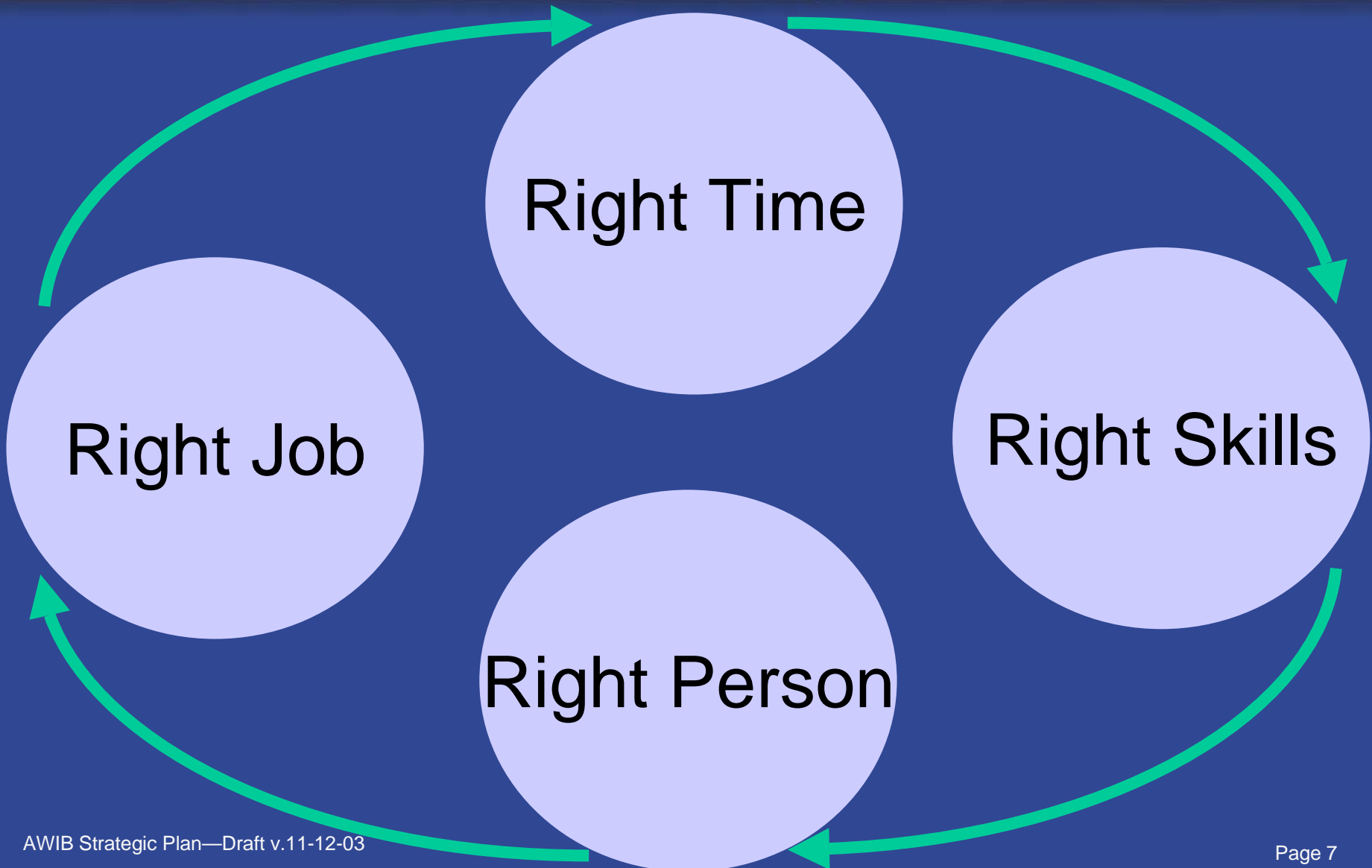
Opportunities ~

- Economic future in AK is strong relative to other states
 - resource development
 - geographic advantages
- Local input / voice through Regional Councils
- Young, flexible system
- Availability of existing jobs – something to train for now
- Alaska Hire priority
- Use money wisely – make 66 funds follow performance
- New and growing economy is not yet saturated

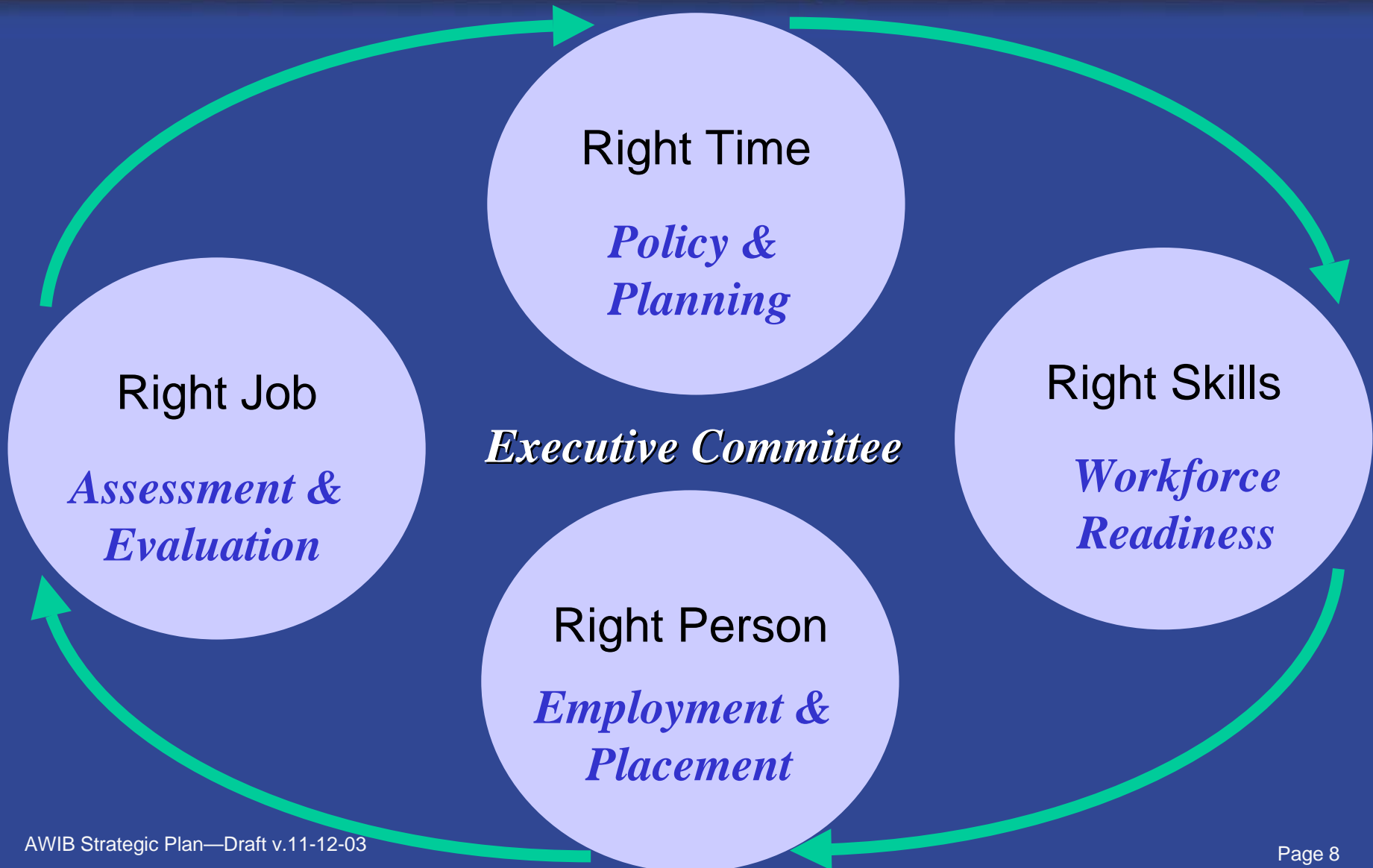
Threats ~

- Continued loss of funding
- Inertia & resistance to change
- Not ready for when big projects come, e.g. gas line
- Decline of basic skills: HS graduates and wider workforce
- Lack of buy-in by or incentives for Business

Strategic Elements



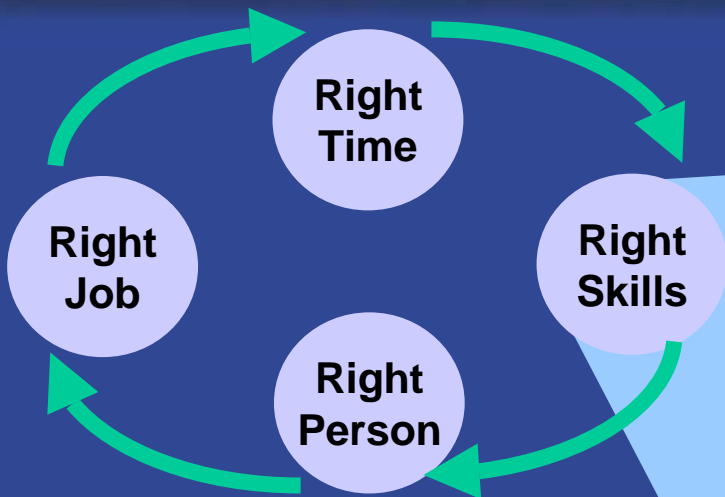
Committee Alignment



Right Skills



Workforce Readiness Committee



Responsibilities & Strategies

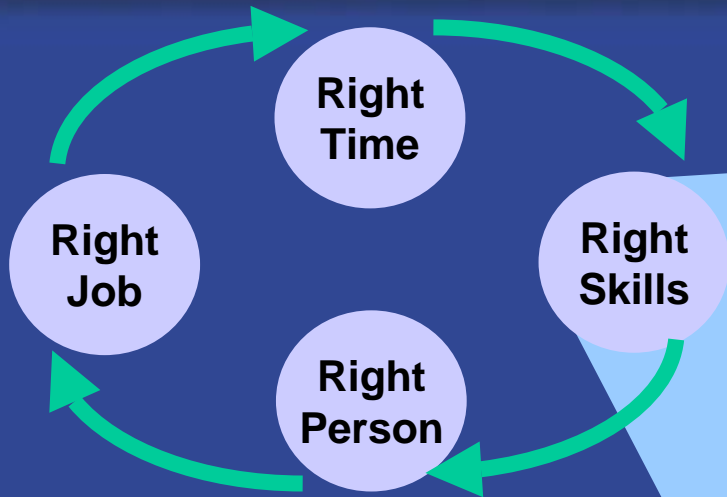
- Implement the Blueprint
- Define Occupational Priorities
- Promote Industry Skill Standards
- Build Youth Employability Standards
- Approve Eligible Training Providers
- Ensure Highly Qualified Teachers
- Change the Educational Model
- Connect Providers

End Goal:
**A Prepared and
Motivated
Workforce**

Right Skills



Workforce Readiness Committee



Measures & Targets

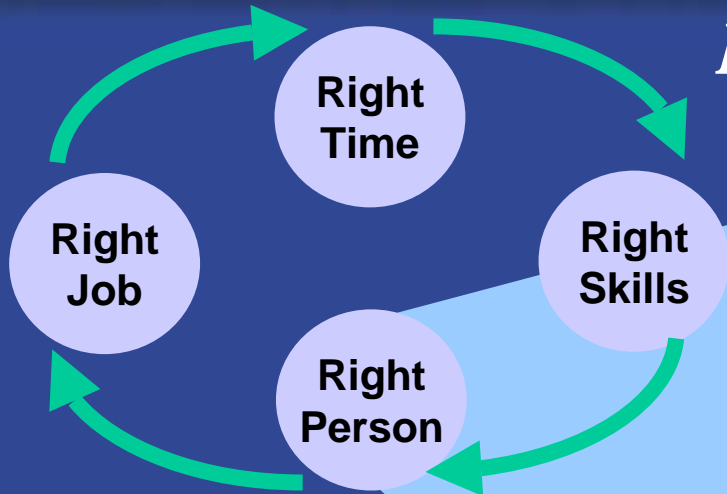
1. Percentage of training participants entering training related employment: **target 60%**.
2. Percentage of training providers on the ETPL who offer industry-based skill standards, registered apprenticeships, or accredited degrees: **target 50%**.

End Goal:
A Prepared and Motivated Workforce

Right Person



Employment & Placement Committee



Responsibilities & Strategies

Enhance Labor Exchange Services
Market Penetration with Employers

Embed Job Center Principles:

Integration, Customer Service,

Universal Access, Performance Driven

Rural and Native Connections

Job Center Operator MOU

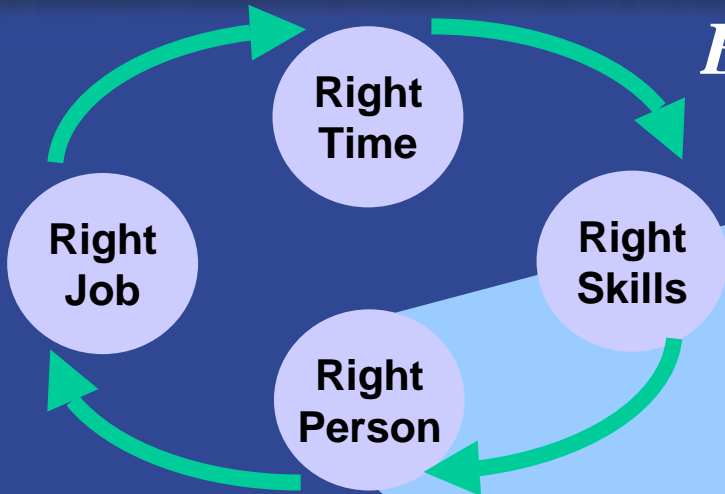
Job Center Certification

End Goal:
**People and
employers
connect**

Right Person



Employment & Placement Committee



Measures & Targets

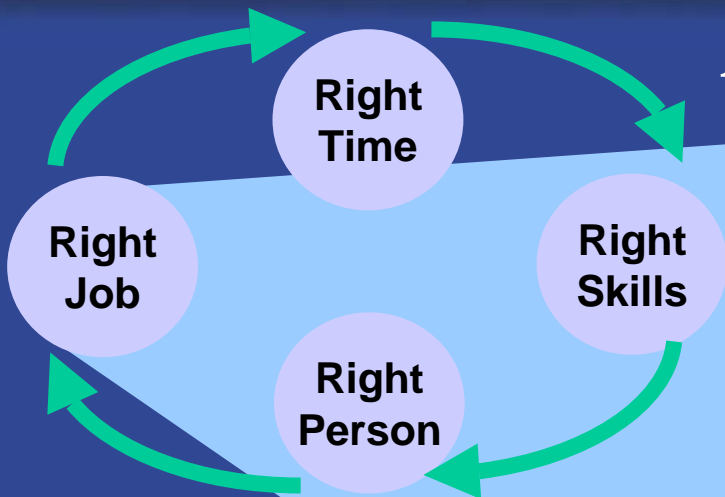
1. Increase the percentage of workforce investment participants who enter employment: **target 2% per year.**
2. Increase market share among employer customers: **target 2% per year.**

End Goal:
People and employers connect

Right Job



Assessment & Evaluation Committee



Responsibilities & Strategies

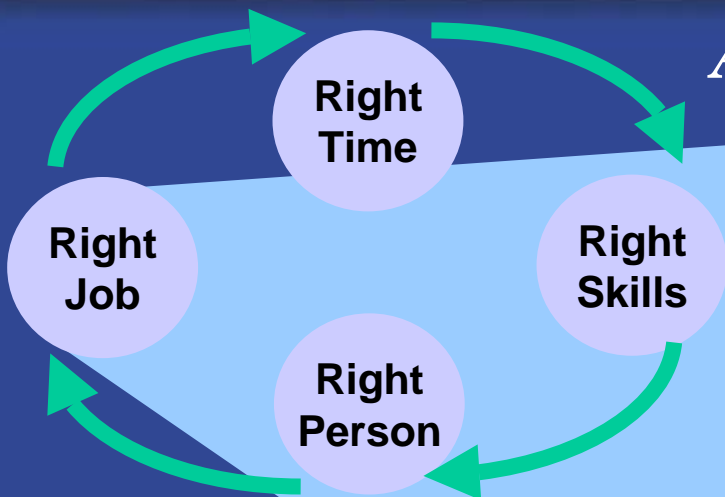
- Review Performance Measures
- Develop and Review “Dashboard”
- Monitor Budget and Spending Levels
- Assess and Evaluate Performance
- Develop Recommendations
- Grow Return on Investment (ROI)
- Information Transparency
- Recognize Success

End Goal:
**Alaskans fill
high wage, high
skill jobs and
careers**

Right Job



Assessment & Evaluation Committee

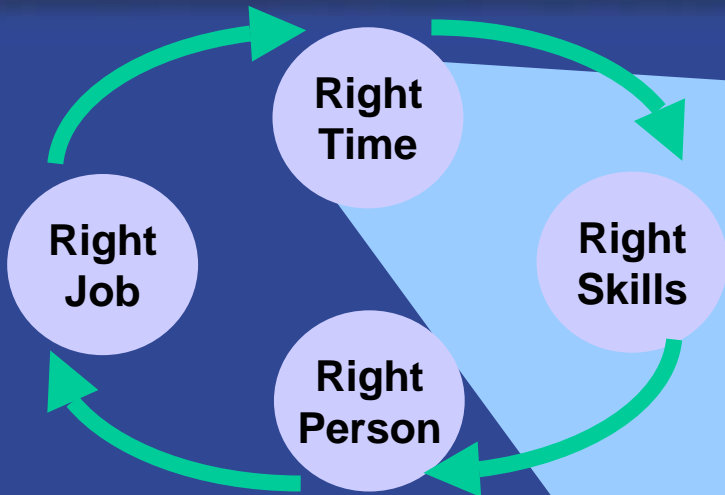


Measures & Targets

1. Decrease the ratio of non-residents to residents working in Alaska: **target 2% per year.**
2. Gain a return of training costs with earnings increase: **target 50% of costs in 6 months.**
3. Meet the negotiated standards of performance for WIA and STEP programs: **target to meet all (22) standards**

End Goal:
Alaskans fill high wage, high skill jobs and careers

Right Time



Policy & Planning Committee

Responsibilities & Strategies

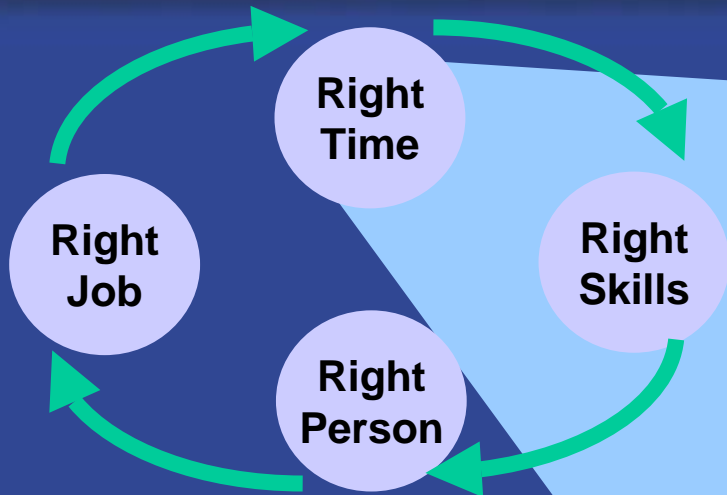
- Future Focused – Define Trends
- Set Industry Priorities – Define Gaps
- Connect to Economic Development
- Increase Industry & Non-governmental Investments in Workforce Development
- Business/Industry Outreach
- Develop Links to Regional Councils

End Goal:
Linkages that produce a skilled Alaskan workforce when and where needed

Right Time



Policy & Planning Committee



Measures & Targets

1. Percentage of all participants are trained in occupations identified as Board Priorities: **target 60%.**
2. Regions in which workforce and economic development forums have been established: **target 100%.**

End Goal:
Linkages that produce a skilled Alaskan workforce when and where needed

AWIB Meetings & Processes



Committees

- Policy & Planning
- Workforce Readiness
- Employment & Placement
- Assessment & Evaluation
- Youth Council
- Legislative

Meet ~ monthly to develop policies & products for approval

Executive Committee

Includes:
Focus on Major Topics from Committee Work
Action/Resolutions and Information
Chair's Report
Director's Report
Committee Reports

Meets monthly to review and approve Committee recommendations & results

Board Meetings

- 1Q Summer Meeting
- 2Q Industry Forum
- 3Q Fall Meeting
- 4Q Winter Meeting

Meets 3x year to approve major policy decisions, review performance, deliver on core accountabilities.

AWIB FY04 Work Plan



	2Q Oct-Dec	3Q Jan-Mar	4Q Apr-Jun	1Q Jul-Sep
Required Duties	<ul style="list-style-type: none"> ✓ Performance Reports ✓ Recommendations to Governor 	<ul style="list-style-type: none"> ✓ Set Industry and Occupation Priorities ✓ Define Investment Strategies/Priorities 	<ul style="list-style-type: none"> ✓ Job Center MOU & Certification ✓ Approve Youth Vendors 	<ul style="list-style-type: none"> ✓ Set Standards for Eligible Training Providers
Desired Activities	<ul style="list-style-type: none"> ➤ Performance Review – All programs 	<ul style="list-style-type: none"> ➤ Industry Forum: Construction 	<ul style="list-style-type: none"> ➤ Employer Awards ➤ Program Review: Youth 	<ul style="list-style-type: none"> ➤ Program Review: STEP & TVEP* ➤ Regional Review
Board Development	<ul style="list-style-type: none"> ➤ Strategic Planning 	<ul style="list-style-type: none"> ✓ Elections ➤ Appoint committee chairs 		
Committee Work Plans**	<ul style="list-style-type: none"> ➤ 	<ul style="list-style-type: none"> ➤ 	<ul style="list-style-type: none"> ➤ 	<ul style="list-style-type: none"> ➤
DUE JANUARY 6th				

✓ = Vote Required * Program Reviews cont. @ ea. AWIB Mtg. ** Each Committee to submit work plan for Jan. EC Mtg.

Committee Work Plans



Each Standing Committee:

- 1) Review the draft end results, responsibilities, strategies, measures and targets provided for your committee.
- 2) Amend, delete and expand at will (these are *draft*). Note potential overlaps with other committees. Identify and work the top priorities, consider the impact of initiatives 'in progress.' Ask, "What matters most?" and what is AWIB's role.
- 3) Define the actual *activities* the Committee will do in order to achieve the end goals, responsibilities and strategies; identify the resources required.
- 4) Develop a timeline through December 2004. Ensure alignment with Board calendar as a whole, to ensure Committee pre-work is completed in time for full Board approval.
- 5) DUE JANUARY 6th to Patrice Parker for distribution to full Board.
- 6) Discussion at Executive Committee, January 13th. Define approval process, e.g. Executive Committee meeting Jan. or Feb., or Board Meeting April 7th.

Activity Planning



Need to be specific,
answering the questions:

- WHO ...
- DOES WHAT ...
- BY WHEN ...
- WITH WHAT RESOURCES?

Resources to help:

- AWIB office has strategic plans and tools from several federal, state and local workforce investment board sources, as well as the AWIB and Anchorage / Mat-Su prior work for reference.
- Departmental and Division end goals, strategies, measures and targets are available to review for alignment.

Policy & Planning



FOCUS on: Linkages that produce a skilled Alaska workforce when & where needed.

Strategies	Activities	Who? When? Resources?
<ul style="list-style-type: none"> ▪Future focused – define trends ▪Set industry priorities – define gaps ▪Connect to economic development 	<p>Review global & rural economic development future trends. Get input from the Cabinet and R&A. Discuss and set industry priorities.</p>	<p>Lance Miller Lee Stoops Chris Miller Commissioner</p> <p>} Presentation/Input January Meeting</p>
<p>Increase industry & non-governmental investments in workforce development</p>	<p>Explore & assess the merits of creating AWIB as a non-governmental corporation. Develop a proposal of what could work in Alaska and pros and cons of idea.</p>	<p>Look at: Florida, Los Angeles, North Carolina. Develop proposal, appropriate for Alaska, considering strengths and challenges. Seek feedback from the Governor. Subject for April-May Meeting.</p>
<p>Business/Industry Outreach</p>	<p>Develop Marketing Plan.: “Workforce Development is Everybody’s Business” - call for action to be customized for each group. Outreach to Chambers of Commerce & Rotary Clubs. Education businesses on need and ways to help. Define Products: Investment Strategy, build tool kit for board members, etc. Link to YES, AJCN Marketing.</p>	<p>Link to DBP marketing (Goforth). Create inventory and supply of marketing tools (Allridge). Review potential audiences, e.g. Kenai Chamber of Commerce - January. Subject for May-June Meeting</p>

Policy & Planning

(Continued)



FOCUS on: Linkages that produce a skilled Alaska workforce when & where needed.

Strategies

Activities

Who? When? Resources?

<p>Develop Links to Regional Councils</p>	<p>Communicated desires and guidelines for the formation of regional councils. Sent invitation to former members of LACs and LWIBs, and Interested Parties (January) Provided advice/guidelines for proposal with letters.</p>	<p>E-mails to individuals – Guidelines from AWIB on Regional Councils and Request for Proposals Reviewed proposals at two meetings in March. Full Board review at April Meeting.</p>
	<p>Wrote Proposal Elements document to detail proposal requirements. Developed template and scoring guide for proposals. Outline ongoing expectations of RC/AWIB relationships.</p>	

Employment & Placement



FOCUS on: People and Employers Connect

Strategies	Activities	Who? When? Resources?
<p>Improve Labor Exchange Services. Increase Market Penetration with employers.</p>	<p>Solicit for ESD automated skills bank through state procurement. Develop emerging markets unit to focus support for new industry. Co-locate Agency Job Developers, ESD, DPA, DVR, Develop account Rep model to meet employer's needs.</p>	<p>ESD January '04 ESD and Economic Development June '05 ESD, DPA, DVR December '04 ESD, DPA, DVR December '04</p>
<p>Embed One-Stop Principles of Customer Service Focus, Integration, Universal Access, Customer Choice and Performance Driven within service delivery system. Certify Workforce Development Professionals.</p>	<p>Re -design One-Stop Certification around embedded One-Stop Principles Develop Training for one-stop staff based upon principles. Incorporate certification of workforce professionals in one-stop academy.</p>	<p>DBP March '04 DBP & ESD June '04 DBP & ESD June '04.</p>
<p>Improve Rural Alaskan Connection with one-stop system. Complete One-stop MOU. Establish Standards for One-Stop Partners. Ensure compliance in one-stop issues.</p>	<p>Align Regional Councils and Job Centers. Seek participation from public in subcommittee work. Establish employer advisory groups Resolve barriers to completing MOU. Monitor DBP sub-grantees for compliance</p>	<p>DBP, DCED June '05 AWIB February '04 ESD & local one-stops Dec '04 AWIB, DOL Feb '04</p>

Assessment & Evaluation



FOCUS on: what matters most, and what is AWIB's / the Committee's role in that?

Strategies	Activities	Who? When? Resources?
<p>Review performance.</p> <p>Develop recommendations.</p>	<p>Analyze annual federal WIA report and state Training Program Performance report.</p> <p>By resolution.</p>	<p>Committee members & AWIB staff. Nov. - Jan.</p> <p>As needed.</p>
<p>Information transparency (Clearinghouse).</p>	<p>Prototype database.</p> <p>Basic website.</p> <p>Online grant applications.</p> <p>MIS integration.</p> <p>Online performance reporting.</p>	<p>Develop recommendations.</p>
<p>Develop dashboard indicators.</p>	<p>Identify measures.</p> <p>Publish indicators.</p>	<p>Spring AWIB meeting.</p> <p>Three times annually as content for full AWIB meetings.</p>

Assessment & Evaluation

(continued)



FOCUS on: what matters most, and what is AWIB's / the Committee's role in that?

Strategies	Activities	Who? When? Resources?
Monitor budget & spending levels.		Spring AWIB meeting.
Grow return on investment (ROI).	Initial review. Resolution if necessary. Recommend improvements. Continuous monitoring.	April committee meeting. May committee meeting. See <i>dashboard indicators</i> .
Recognize success.	Planning. Public announcement. Nominations. Selection. Awards ceremony.	Annually at spring AWIB meeting.