



Illinois Workforce Innovation Board

Bruce Rauner, Governor

John Rico, Co-Chair
Sean McCarthy, Co-Chair

Request to Approve IWIB Strategic Plan Framework

Request

The Illinois Workforce Innovation Board Strategic Planning Task Force is requesting approval to adopt and begin implementation of the IWIB Strategic Plan. Over the last year, the Task Force has been leading efforts for a strategic plan that will position the board for a stronger leadership role. This work has culminated in a framework rooted in five objectives below and encompasses four major goal areas: Business Engagement, Customer-Centered Design, Technology, and Board Effectiveness.

1. Accelerate and Streamline Communication and Services with Business Partners
2. Optimize the Effectiveness of the One-Stop System for All Customers
3. Establish Sustainable Methods for High Quality Data Collection and Accessible Reporting
4. Increase Board Effectiveness Through High Quality Training and Resources for the State Board and Local Workforce Boards
5. Promote Board and Board Member Accountability

Additionally, the Task Force is requesting adoption of the recommendations for lead entities that will give the responsibility to manage all assigned priority activities. They anticipate holding initial meetings within the first quarter of 2018 to begin the implementation phase of the Plan.

Background

Under the Workforce Innovation and Opportunity Act (WIOA) state workforce boards must take an expanded leadership role in guiding the workforce system through policies, strategies, and performance that address the needs of individuals and employers. Boards are to act as conveners of the system bringing together businesses and community partners at the State, regional and local levels to promote economic growth through these partnerships and ensure alignment between education and workforce services. Active participation of all board members and close collaboration with partners, including public and private organizations is critical to this success.

In June 2017, the Illinois Workforce Innovation Board approved a formal Vision and Mission for the IWIB, along with the guiding principles and strategic goal areas that set the framework for the board to make strategic decisions to lead the workforce system.

Over the last several months, the Strategic Planning Task Force convened four Goal Teams to develop the framework for a strategic plan that will guide the direction of the board in meeting the key functions required by WIOA. Part of this structure included convening the full board and other state

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partners in laying the foundation for the IWIB work going forward. Occasions for full board involvement through an opportunity to provide feedback as the framework was being developed, as well as upon its final draft, occurred in September and November, respectively.

These Goal Teams were led by a business member from the Strategic Planning Task Force and facilitated by a core program partner. The constructed initial objectives along with supporting action steps that advances the priority strategies of the IWIB. This structure demonstrates the IWIB's commitment to WIOA regarding the more strategic nature of state and local workforce boards, collaborative system design and delivery among the core partners and, most importantly, excellent customer service.

Finally, they have identified an entity of the IWIB, or the workforce and education system, to manage the activities. In conjunction with the full board's participation, stakeholders of the system, consultants, and staff, each activity will be completed within the initially identified (or revised as necessary) timeline.

Findings

The initial draft of objectives and priority activities was presented to the full board at the September 21, 2017 Retreat and quarterly meeting. All board members in attendance participated in a series of breakout sessions to hear specifics of each goal area and provide comments and seek feedback from the team leads and facilitators. Each session provided strong support to the work completed and assisted in setting the priority for each activity under the objectives.

It is important to note that the development of the draft plan framework has included numerous individuals, from workforce and education stakeholders. These discussions and development of the framework was facilitated with assistance from Ms. Beth Brinly, Maher & Maher who brought years of expertise and experience working with state and local boards. IWIB staff was assisted by Northern Illinois University's Center for Governmental Studies.

Implementation of the plan will require active participation of every IWIB member through activities such as outreach and recruitment; providing feedback to created policy and strategy; workgroup involvement; and/or training or technical assistance opportunities. Furthermore, board members will be sought out for their expertise by those identified with oversight of one or more priority activities as they develop work plans and action steps to operationalize.

Considerations

As with many plans or proposals, the Strategic Plan will be a "living" document with modifications made, as necessary. While the basic tenants of the framework will be maintained, action steps, further identification of supporting resources and final timelines may need adjusted as identified during implementation. Also, as the Departments of Labor and Education provide additional guidance, consideration must be given to ensure the Strategic Plan continues to be in alignment with federal mandates.

Motion

"I move that the IWIB approve the draft Illinois Workforce Board Strategic Plan Goal Teams Framework as its Strategic Plan with an implementation beginning date of January 1, 2018.

Sylvia Wetzel
Chair, IWIB Strategic Planning Task Force