

Illinois Vision Statement for Workforce Services:

Vision:

Promote business driven talent solutions that integrate education, workforce and economic development resources across systems to provide businesses, individuals and communities with the opportunity to prosper and contribute to growing the state's economy.

The Workforce Innovation and Opportunity Act (WIOA) was created to provide state and local areas the ability to collaborate across systems in an effort to improve on addressing the employment and skills needs of employees, jobseekers, and employers.

Our Responsibilities as State Workforce Innovation Board Members:

Mission:

Advise the Governor on statewide medium to long term workforce development strategies that maximize the state's education, training, and employment resources in support of economic development.

Assure that our workforce system and its partners understand business workforce requirements and have access to that information to make strategic decisions. Provide leadership and visionary oversight.

IWIB Strategy

- ✓ Engage the workforce system in anticipating and responding to business' current and
- ✓ emerging needs for the skilled workers, identifying skills and Job Opportunities for employment.
- ✓ Promote and Encourage alignment among workforce partners, stakeholders, educational bodies and post-secondary education and training providers
- ✓ Identify and endorse a list of High Priority Demand Occupations to include those in high-demand, those that are strategic to Illinois economic development interests, and those that pay a self-sustaining wage.
- ✓ Evaluate our current labor market information system to ensure that it is relevant and supports strategic decisions and investments statewide.
- ✓ Identify tools, partners, and resources to gather pertinent data and understanding of business needs.
- ✓ Identify, endorse, and track achievement of a core set of workforce credentials that demonstrate the public workforce systems contributions in the foundational skills of work readiness, industry readiness, and occupationally-specific job readiness.

The Chairman: has the authority and responsibility to manage Board and assure that Board Members are active and informed; this important role involves activities such as:

- Ensure meetings are well planned and all necessary materials provide valuable information for informed dialogue and decisions.
- Liaise with the Governor
- Follow up Board members who miss meetings
- Follow up Board Committee reports
- Assure Board Members are properly onboarded and oriented
- Assure assignments and activities are completed on-time
- Responsible for building relationships and coalitions that result in the development of the system envisioned by the Board for the Local Workforce-Innovation Area and the region(s)
- Convene system partners to address statewide and regional workforce issues
- Provide Board meeting oversight
- Make Decisions for the Good of the Board

Board Members have the responsibility to:

- Remain Active and Informed
- Attend Board Meetings – themselves in most cases and not a Proxy
- Individual Accountability to Performance and Engagement
- Adhere to by-laws for the Board
- Assure assignments and activities are completed on time
- Represents the WIOA Board in relation to the federal employment and training program known as the Workforce Innovation and Opportunity Act (WIOA)

Executive Committee &

Committees have the responsibility to:

- Serve the Board needs and speak to the Board
- Complete assignments
- Each committee needs a clearly defined role or “charter” to guide its work, and adequate staffing support to be effective.

Recruitment of Board Members is the responsibility of all IWIB members

- Recruitment of board members is an ongoing process to be developed by the Board members, elected officials and Board Staff.

Training of Board Members:

Develop a training curriculum that meets the educational needs of Board Members.

- Orientation including: history of organization, introduction/review of strategic plan
- General roles & responsibilities in governance
- Conflict of interest
- Program overviews
- Communications – messages to the public
- Meeting protocol & respect
- Full Overview of WIOA Requirements and Local Overview
- Employment and training needs of the community
- New strategies in economic development

Board Members Responsibilities will use these tactics towards Effective and Efficient Workforce

Delivery:

- Guide the workforce development system and the programs available to business and job seekers in the regions of the State
- Ensure the integration of services to prepare individuals to meet the needs of business and industry
- Oversee expenditures of Federal WIOA employment and training funds
- Provide a forum and vehicle for the business community to give direction and guidance to the Workforce System
- Market and promote workforce services to business interest and the community
- Identify workforce issues and commission studies and projects to solve them
- Monitor and direct continuous improvement of the Workforce Development System
- Assure the alignment of the State's Unified Plan
- Create performance standards which identify effective workforce development initiatives
- Coordinate the state's workforce investment initiatives with the state's economic development plan;
- Encourage public/private partnerships and facilitate innovations in workforce development policy and practices; and
- Ensure a quality workforce system by evaluating results and supporting high standards and continuous improvement.
- Identify decision making tools to support the need to make good decisions in order to gather primary data
 - Review of statewide policies, of statewide programs, and of recommendations on actions that should be taken by the State to align workforce development programs in the State in a manner that supports a comprehensive and streamlined workforce development system in the State, including the review and provision of comments on the State plans, if any, for programs and activities of one-stop partners that are not core programs

- The Development and updating of comprehensive State performance accountability measures
- The identification and dissemination of information on best practices
- The development and review of statewide policies affecting and coordinated provision of services through the State's one-stop delivery system.
- The development of strategies for technological improvements to facilitate access to, and improve the quality of, services and activities provided through one-stop delivery systems.
- The 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.
- The development of allocation formulas for the distribution of funds for employment and training activities for adults, as well as youth workforce investment activities.
- Preparation of annual reports.
- The development of the statewide workforce and labor market information system.
- The development of such other policies as may promote statewide objectives.
- Conduct workforce research and regional labor market analysis.
- Seek to assure secondary and postsecondary education programs, lead efforts to develop and implement career pathways aligning the employment, training, education, and supportive services that are needed by adults and youth, particularly individuals with barriers to employment.

KEY PERFORMANCE INDICATORS

1. Increase in the number of industry- relevant workforce credentials and improve alignment with demand occupations.
2. Increase the quality and quantity of regional sector partnerships that support business-led solutions.
3. Increase the number of businesses engaged in veteran-hiring and increase awareness of resources to help them connect with job-ready veterans.
4. One-Stop Career Centers use data and performance outcomes to efficiently and effectively
5. Determine excellence in serving the customers.
6. Increase in the outcomes and performance of One-Stop Career Centers.
7. Increase in the number of businesses served (engaged) by the workforce system.
8. Increase and increased satisfaction by business customers.
9. Increase in incumbent worker training activities and on the job training (OJT) contracts with businesses.
10. Deliver dashboards to support systems thinking and demonstrate collective impact across workforce system partners.
11. Develop and deliver a cross-agency asset map that clearly delineates each program's expenditures on activities directly affecting system clients' work readiness, including workforce training and business services.

12. Provide strategic direction in the development of common performance measures and delivery of a Performance Accountability System that will track workforce system performance in multiple dimensions – both those areas prescribed by WIOA and any additional areas identified by the Board.
13. Improve transparency in workforce funding that enable ~~smarter~~ strategic policy decisions.
14. Increase cross-agency collaboration through the implementation of common goals and streamlined program reporting.
15. Improve alignment of workforce funds to training that benefits businesses & job seekers while improving transparency for consumers of workforce training.
16. Identify current and future workforce needs
17. Gather Business Perspectives and Insights

Things to Accomplish to assure performance outcomes in WIOA, the Board and collaborative partnerships:

1. Defined clear performance expectations
2. Plan, Organize, Lead
3. Defined mission
4. Defined goals
5. Defined objectives
6. Identify measures of performance to insure accountability
7. Describe the steps to each goal
8. Evaluate, reassess, and refine to assure continuous progress

Key Performance Indicators:

- Identify current training outcomes and set measures to increase training investments in activities related to demand occupations.
- Identify credentials that are being recognized for employability and acquired.
- Improve accessibility and utilization of relevant of labor market information s.
- Increase training investments in activities related to demand occupations.
Increase accessibility and utilization of relevant of labor market information and actionable data on workforce and economy.
Increase awareness of regional labor markets among system stakeholders and common language for dialogue about skills gaps.