SNAPSHOT

WHO ARE WE

1. The **WORKFORCE CHAMPION** who identifies and manages workforce issues by being:
   - The community’s accountability agent for the delivery of quality publicly funded workforce services. (See CareerPoint Service Provider Contracts Tab 11)
   - The community’s repository of data and information regarding the economy and workforce
   - The community’s convening agent for workforce issues
   - The community’s change agent for workforce issues

2. Characteristics:
   - Legally mandated - The Workforce Innovation and Opportunity Act of 2014 requires the establishment of a Local Workforce Development Board in each designated local area. (See Workforce Alliance By-laws – Tab 10)
   - Appointed by the Workforce Alliance Governing Board (Elected Officials from each County), who in turn is the grant recipient of WIOA funds and retains fiscal liability for funds. (See Joint Powers Agreement & MOU – Tab 11)
   - Our WDB Membership includes:
     - Business executives (majority) that reflect the local economy
     - Local educational entities executives
     - Labor organizations leaders
     - Community based organizations leaders
     - Economic development agency executives
     (See Workforce Alliance roster Tab 8)
SNAPSHOT

WHAT WE DO

The Workforce Alliance Governing Board and the Workforce Development Board are jointly responsible for the following activities (see Board Member Job Description Tab 4):

- Developing a strategic local plan for workforce investment activities (see Tab 11).
- Conducting oversight of the One-Stop System, youth activities, and employment and training activities to ensure compliance with the WIOA and the MOU (see the meeting package point II.F Tab 12).
- Setting policy regarding One Stop operations as required by the State of California and the US Department of Labor (current operational policies Tab 11).
- Selecting One-Stop operators and Youth providers (see MOUs and contracts for a detailed description of the WIOA services and constraints Tab 11).
- Participating in development of Memorandum of Understanding between the partners and the One-Stop Operator (See One Stop partner MOU’s Tab 11).
- Negotiating performance benchmarks.
- Managing the WIOA allocation.
SNAPSHOT

HOW WE DO IT

✓ Organize ourselves for governance and leadership – Executive Committee
✓ Conduct workforce intelligence and develop shared meaning for the data – See Sample State of the Workforce Report
✓ Engage the community in our work – Marketing & Communications Committee (planned)
✓ Create consensus on a community workforce vision – Local Advisory Committees focused on specific issues/initiatives
✓ Develop comprehensive responses to workforce issues - Local Advisory Committees focused on specific issues/initiatives
✓ Measure change – Policy & Oversight Committee
✓ Keep the policy makers and the community informed – Marketing & Communications Committee (planned) – Local Advisory Committees

BOARD TOOLS

1. Business Plan (Under Development)
   ➢ Identifies the Workforce Alliance vision, mission, purpose, values and ethics
   ➢ Organizes the Workforce Alliance internal and external structure, examples:
     • Meetings format and logistics
     • Communication system
     • Board and One Stop agreements
     • Youth Services contracts
     • Executive director job requirements and limits
     • The County (Local Elected Official) and Workforce Alliance Agreement
     • By-laws/ Charter
   ➢ Develops Workforce Alliance membership and training
   ➢ Plans for Workforce Alliance board member recruitment and succession
   ➢ Markets the Workforce Alliance
   ➢ Diversifies the Workforce Alliance budget and funding streams
2. Workforce Intelligence Reports/Studies
   - Assesses community needs as they relate to workforce
   - Builds foundation for local workforce planning
   - Identifies critical workforce issues
   - Educates the community about local labor market and economy
   - Examples:
     - Baseline community audit to show trends and gaps
     - Local research studies, i.e., Occupational Outlooks and Emerging Occupations publications
     - Industry Sector analysis
     - State of the Workforce Reports

3. Regional & Local Strategic Plans
   - Map other community planning bodies activities and goals before launching our own
   - Create a shared community vision for the community by engaging community leaders in establishing goals
   - Build Strategic Partnerships
   - Conduct strategic initiatives and build off others with momentum where they exist
   - Set goals and policies for the One Stop System with regard to the implementation of all workforce funding
   - Oversee One Stop and related program compliance and outcomes
   - Measure change, account for and publicize results
   - Create a sustained communications and engagement strategy about the data to identify ongoing policy opportunities

4. Marketing Plan
   - Identifies target audiences
   - Articulates purpose, outcome and message for each target audience
   - Identifies marketing tools for those audiences
SNAPSHOT

WHY WE DO IT

➢ Solve workforce problems in the community, such as:
  ✓ Labor shortages
  ✓ Jobs-skills mismatch
  ✓ Shortage of quality jobs
  ✓ Inequities between wage averages and cost of living
  ✓ Regional industry imbalance and lack of diversity
  ✓ Lack of business attraction, expansion, retention

➢ Get positive results, such as:
  ✓ An effective and compliant American Job Center system (CareerPoint)
  ✓ Closing the skills gap
  ✓ Effective vocational training system
  ✓ Accessible career pathways
  ✓ Higher wages for workers
  ✓ More productivity for businesses
  ✓ More effective transitions from school to work for youth
  ✓ A strong and diverse regional economy that is globally competitive