The Center of Workforce Innovations
innovativeworkforce.com

THE
Workforce Innovator

VOLUME 1, ISSUE 1 DECEMBER 2011

Our Skills

- Planning by Doing
- Facilitating multi-agency coalitions
- Building partnerships with education & economic development
- Aligning funds under unified regional plans
- Acquiring new funds from private & public sources
- Providing project management for new initiatives and transitional leadership for boards
- Turning data into intelligence
- Mapping assets to leverage existing strengths

WIB in Southwest Ohio Focuses on Community Convening Role

The Center of Workforce Innovations-led strategy session to result in new visibility for Board

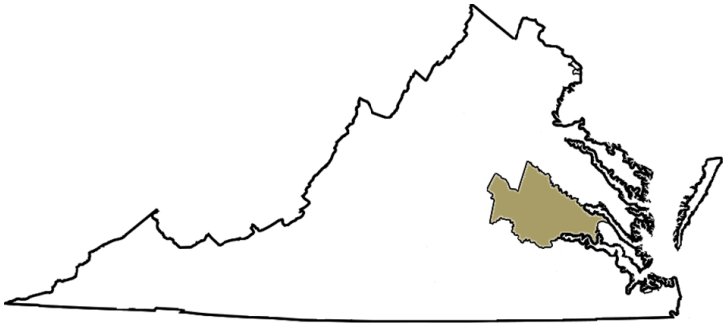
The Center of Workforce Innovations (CWI) assisted the Work One Investment Board for the Southwest Ohio Counties of Butler, Clermont, and Warren Counties in charting strategic priorities for the upcoming year. Following a survey of Board members and service partners, Roy Vanderford of CWI facilitated a one-day session with the Board to review past successes, scan the current environment for opportunities, and work on specific actions for the Board to take in the upcoming year to maximize its impact in the region. Initial work centered on the changes in behavior that the Board desired from multiple stakeholders in the region: employers, job seekers, students, and public training and service providers. Once identified, the Board shifted its attention to changes in its own behavior that would serve to encourage and incentivize the changes in the region.

The Board identified key areas where it adds value in the region: 1. Bringing a business perspective to the workforce system; 2. Providing the local elected officials a "one stop" planning table to deal with diverse issues related to jobs and education; 3. Advocating for state and federal policies leading to regional growth; 4. Being a source of information on the regional labor market and on key programs that impact it; and 5. Providing economic development leaders with workforce information to assist in business attraction and retention. The Board quickly determined that a key driver for its work is convening strategic and tactical conversations with the business and education community. The business-led Board already serves to translate business needs (demand side) to training and service providers (supply side). The Board had also recently completed a process of identifying key business sectors and a first stage of analysis on employer needs in the sectors. With that foundation in place, the Board determined that its best course of action for the upcoming year is to transform each of its quarterly full Board meetings into well-publicized sector-based or topic-based convenings. Each will be followed by press releases and creation of response strategies for issues identified in the forums. The Board will serve as a point of accountability and ongoing strategy development for actions of the workforce system, working collaboratively with neighboring workforce boards in the process. Take a look at their success at www.swohioworkforce.com.

ONE WORKFORCE
SOUTHWEST OHIO'S ONE-STOP JOB RESOURCE
Ohio MeansJobs AFFILIATED PARTNER

Capital Region VA Streamlines WIB-Elected Officials Partnership

The Center of Workforce Innovations (CWI) worked in partnership with Thomas P. Miller and Associates to complete a structural assessment of the workforce development partnership for the Capital Region in Virginia (Richmond and surrounding suburbs). With funding provided by the Virginia Community College System, the state's lead agency for workforce



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Innovative Idea of the Month

Engage the business members of your boards in defining *career readiness for high school graduates*. It's much more than reading and math!

development, the consulting team conducted interviews and input sessions throughout the region to review and assess current relationships, decision processes, and goals of partners in the workforce system. The input gathering and resulting recommendations for action focused on identifying the means to achieve greater effectiveness and efficiency in the region. The Capital Region had just completed a transition phase to merge the previously separate workforce areas of the City of Richmond and the consortium of counties surrounding the City. The WIB had also just completed a strategic plan that serves as a platform for moving forward.

CWI's Director of Strategic Solutions, Roy Vanderford, presented assessment findings to the local elected officials and to the WIB at their meetings in September and November. Both groups agreed to move forward in partnership on the key recommendations. Action items in the recommendations include: 1. Defining the WIB's regional leadership role and key partnerships; 2. Organizing the WIB for the dual roles of regional leadership and operational oversight; 3. Creating a "branding" separation between regional planning and front-line services; 4. Building a business outreach coalition with WIB staff as partner with chambers of commerce and economic development; 5. Raising the WIB's visibility for broader role beyond Workforce Investment Act funds; and 6. Building regional collaborations to attract more funding from public and private sources. The WIB will convene in January to begin a process of updating its strategic plan to incorporate the recommendations. The Chief Local Elected Officials (CLEO) consortium will review recommendations with its new members resulting from the November elections and will work closely with the WIB on the next steps. Follow their progress in implementing changes at www.resourceva.com.

Partners in Innovation Feature

Project Lead the Way Moves HQ to Indiana

America's premier STEM (science, technology, engineering, and mathematics) education organization makes its official move from New York to the Hoosier state. Read more here.

PROJECT LEAD THE WAY PLTW

From the Workforce Innovator and the

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