



Hennepin-Carver Workforce Development Board

Governance of the Local Workforce Development Board

Erik Aamo, Director



The Workforce Innovation and Opportunity Act (WIOA)

Signed into law on July 22, 2014.

- Designed to increase job seekers access employment, education, training, and support services to succeed in the labor market
- To match employers with the skilled workers they need to compete in the global economy.
- Local Workforce boards are responsible for governance of employment services programs, system alignment, planning, and operations.



WIOA Implementation

Hennepin-Carver Workforce Development Board

1. Local plan

Develop and submit a local plan to the Governor.

2. Workforce research and regional labor market analysis

Analyze economic conditions in the region, assist the Governor in developing the statewide workforce and labor market information system, conduct other research, data collection, and analysis.

3. Convening, brokering, leveraging

Convene local workforce development system stakeholders to assist in the development of the local plan [and] in carrying out the functions described.



WIOA Implementation

Hennepin-Carver Workforce Development Board

4. Employer engagement

Lead efforts to engage with a diverse range of employers, to promote business representation, to develop effective linkages with employers, to ensure that workforce investment activities meet the needs of employers and support economic growth, and to develop and implement proven or promising strategies for meeting the employment and skill needs of workers and employers.

5. Career pathways development

Lead efforts in the local area to develop and implement career pathways.

6. Proven and promising practices

Lead efforts in the local area to identify and promote proven and promising strategies and initiative and identify and disseminate information on proven and promising practices carried out in other local areas.



WIOA Implementation

Hennepin-Carver Workforce Development Board

7. Technology

Develop strategies for using technology to maximize the accessibility and effectiveness of the local workforce development system for employers, and workers and jobseekers.

8. Youth workforce investment activities

Develop youth services within the area; and ensure the appropriate use, management, and investment of funds to maximize performance outcomes.

9. Negotiation of local performance accountability measures

Negotiate and reach agreement on local performance accountability measures.

10. Selection of operators and providers

Selection of One-stop operators; selection of youth providers, identification of eligible providers of training services and consumer choice requirements.

WIOA Alignment

Hennepin-Carver Workforce Development Board

- Strategic alignment with workforce development programs
- Accountability and transparency
- Regional collaboration
- Improves service to employers and promotes work-based learning
- Access to high quality training
- Improves services to individuals with disabilities, people of color and addresses gender inequities



HHS Equity and Inclusion Workforce Development

Information

Workforce Development Board Meeting

March 14th, 2023



Vision

The HHS Equity and Inclusion work exists to ensure that internal and external services are administered and delivered through an equity and inclusive lens. The Equity and Inclusion Committee of Health and Human Services focuses on supporting and promoting strategic goals of the County.



County Goals

- Partnerships with the community
- Integration
- Technology
- Prosperity
- Economic and workforce development: County Growth
- 12 social determinates of health: driver for the work: the social determinates of health are the economic and social conditions that influence individual and group differences in health status.





Purpose

- The purpose of the work is to filter services thru the lens of trauma-informed practices and equity and inclusion by understanding that in order to be safe , healthy and secure with an equity and inclusion lens, we need to develop and deliver services that are responsive to the residents and the communities we work with every day. The Equity and Inclusion work is focused on creating culturally safe services and a culturally safe workplace. Cultural safety demands actions that recognize, respect and nurture the unique cultural identity of a person and safely meets their needs, expectations, and rights. It means working from the cultural perspective of the other person, not from your own perspective.



Currently

- Working on:
 - Department Wide Action Plans
 - Community engagement
 - Creating internal community
 - Partnering with ER
 - County Wide and Division Wide Training



Currently

- Economic and workforce partnerships
- Community living room conversations
- Continues investment in staff
- Focus on youth and seniors
- Transportation workgroups
- Full family approaches/serving family vs individual
- Career pathways
- UNITE US: Community Connections
- Community sites
- Partnerships with Libraries

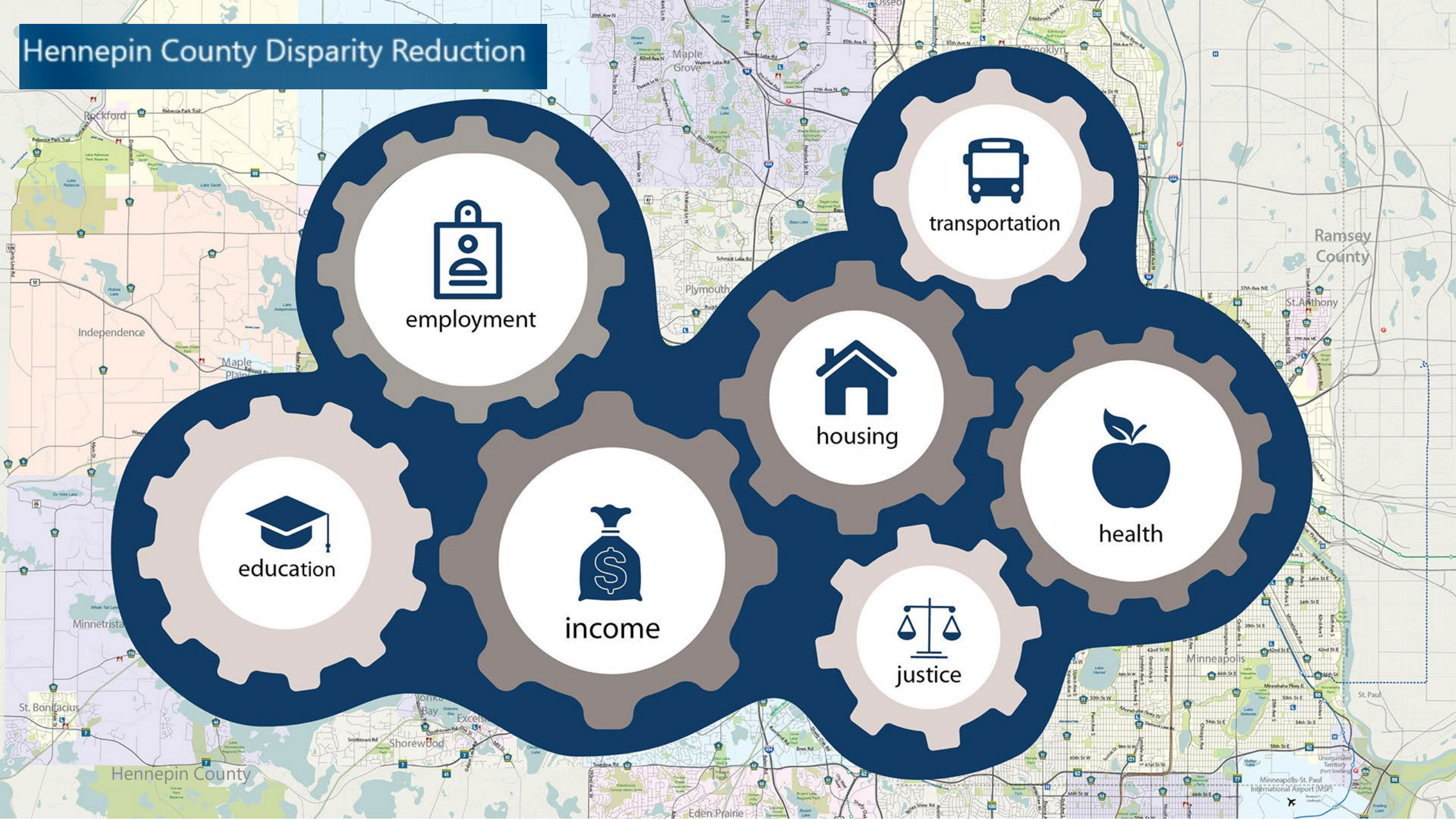


Thank you

- Thank you
- Questions, please contact
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Hennepin County Disparity Reduction





Internal Operations Workgroup

The Internal Operations Workgroup reviews and builds upon internal Board policy and structure, such as education, recruitment, and participation, to pursue a continuously more inclusive, knowledgeable, and active board membership.

Work Group Responsibilities:

- Board and Committee Structure
- Review and adjusting committee processes to align with values and goals,
- Support member's understanding of board processes,
- Review and update recruitment processes,
- Assess board member engagement & participation,
- Review best practices and perspective from other boards in Minnesota and across the United States.



Program Design Workgroup

The Program Design Work Group facilitates alignment of youth, adult, and dislocated worker career services and training with the needs of employers, interests of participants, and the opportunities in the job market to enhance meaningful career pathways.

Work Group Responsibilities

- Career Pathways
- Review where participants begin and how they achieve their end goals,
- Address gaps between employer needs,
- Alignment of workforce programs with career pathways,
- Immediate and long-term needs of participants determined.
- Youth Programming
- Ensure services are based on unique needs and circumstances of youth,
- Assess the needs, values, interests of program participants and community,
- Inform youth on career opportunities,
- Address gaps between education and career pathways.
- Provider RFP Development



Data & Measurements Work Group

The Data & Measurements Work Group collects and reviews labor market, employment, and service program performance data to present to the Workforce Development Board and its Work Groups leading to data-informed decision making.

Work Group Responsibilities

Labor Market Information:

- Report on labor market and job market projections to influence investments,
- Provide summary of state and regional level data for Board,
- Identify data needs of Work Groups and develop strategies to meet those needs.

Program Performance and Metrics:

- Involve board members in performance negotiations with DEED,
- Understand and report on performance metrics to Board,
- Collect data from engagement with participants,
- Provide template or format for data shared with Board members,
- Track and report on equity measures,
- Learn from other workforce boards on data reporting.



External Relations Work Group

The External Relations Work Group builds relationships, shares knowledge, and coordinates resources between the HCWDB and external partners, including employers, community organizations, government, and participants, to ensure that the services and advocacy of the Workforce Development Board align with the goals of our residents and partners.

Work Group Responsibilities

Employer Relationships

- Develop relationships with employer and understand their needs and wants,
- Educate employers on what they need to thrive in current hiring market,
- Communicate timely feedback from HCWDB staff to employers.

Policy Advocacy

- Advocacy strategies for internal policies with providers and external policy with legislature and government,
- Act as a sounding board for advocacy efforts by Board or partners,
- Bring employer voice to policy decisions through letters, meetings, and other advocacy efforts.

Community Engagement

- Build long-term relationships and coordination with nonprofits,
- Facilitate employee education on workplace expectations,
- Provide training materials developed with potential employers,
- Promote career opportunities,
- Align with efforts of community



WIOA Implementation HCWDB Workgroups

Strategic alignment: Program Design, External Relations

Accountability/Transparency: Internal Operations

Regional Collaboration: External Relations

Services to employers: External Relations & Program Design

High-quality training: Data/Measurements & Program Design

Improve services: Data/Measurements & Program Design



Questions and Discussion

- What questions do you have about your responsibilities as a workforce board?
- What thoughts do you have? What else do you need from staff?