



Governor's Workforce Development Board Overview

Purpose: To assist the Governor in the development and implementation of the state's workforce plan, 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.



Role of the Minnesota Governor's Workforce Development Board (GWDB)

Connector

- Combined State Plan and Implementation of Goals
- One Minnesota Interagency Leadership
- Annual Workforce Summit

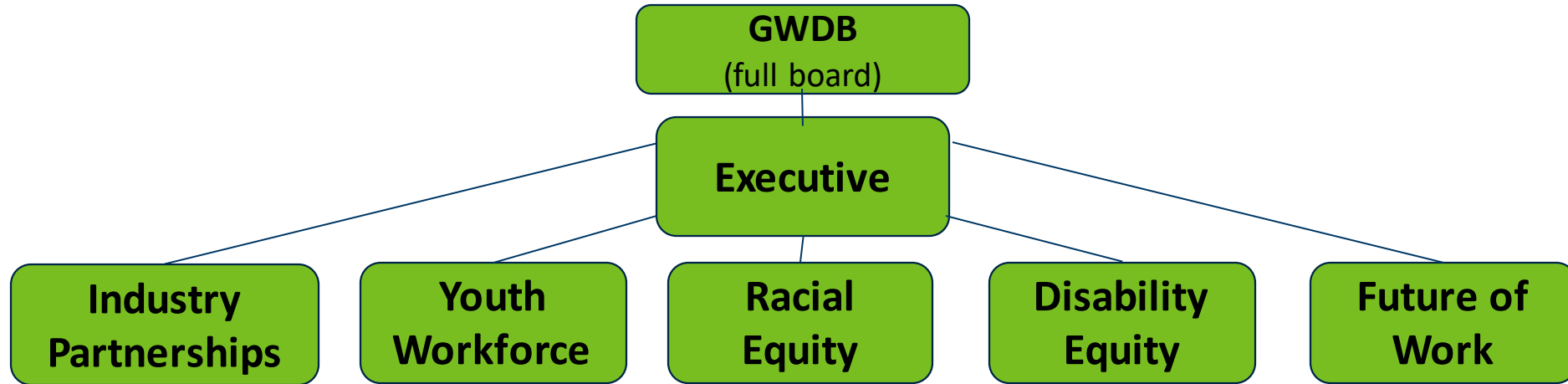
Convener

- Sector Partnerships
- IIA Workforce Planning and Local Alignment
- WIOA program administrators, interagency, and local collaboration

Conductor

- Policy Updates & Recommendations
- Legislative & Talent Reports
- Defining quality (credentials of value, sector partnerships, high-quality talent pipelines, career pathways)

Current GWDB Committee Structure



Goal: Better leverage the GWDB and its members to support a more aligned workforce system that meets the needs of career seekers and employers statewide.

We're doing this by:

- Involving more state agency & system partners in the GWDB's work
- Elevating voices and perspectives of partners from outside of government and subject matter experts outside of the GWDB
- Increasing focus on specific sectors/industries with greatest potential for MN's economy

WIOA State, Regional and Local Plan Goals 2024-2027

- 1. Interagency and Local Coordination:** shared goals, maximizing efficiency and coordination of workforce funding and programs – “no wrong door”
- 2. Sector Partnerships:** Create/expand workforce programs and career pathways with embedded work-based learning or on-the-job training, including Registered Apprenticeships, focused on closing gaps in participation and representation
- 3. Innovative Service Delivery:** For a more inclusive, equitable, accessible, and proactive workforce system to serve all Minnesotans responding to changing nature of work, emerging technology, changing labor market demands, and shifting demographics

GWDB Convener: Sector Partnership Strategy from 2024-2027 WIOA State Plan

- *GWDB Committees*: Five sector partnership committees aligned to Drive for 5 sectors.
- *Defined Sector Partnerships & Mapping*: Guidance on what constitutes and industry or sector partnership, how to register a partnership with the state to be part of the sector partnership communities of practice, and create a comprehensive database and mapping tool of the geographic and sector diversity of partnerships.
- *Best Practice Sharing*: Quarterly meetings led by the GWDB Sector Partnership Chairs will bring together representatives from sector partnerships across the state to share best practices, discuss common needs across the partners within the industries or occupations of focus, and inform the GWDB of additional resources or guidance needed from the state.
- *Sector Partnership Convening*: The GWDB will host convenings on each of the 3 State plan goals as part of achieving these goals over the next four years and gaining broader statewide awareness and adoption of the goals.
- *Career Pathway Development*: The GWDB will work in partnership with the P-20 Partnership to develop statewide career pathways for each of the Drive for 5 sectors, building from existing best practices from across the state's local and regional partners.

Building Alignment within Workforce Development

Overarching Aim of Using the GWDB as the Space for Interagency Alignment:

Enable thoughtful, strategic, aligned, and proactive interagency decision-making and collaboration, and hold ourselves accountable for reaching a 4.4% vacancy rate overall and in the Drive for Five sectors.

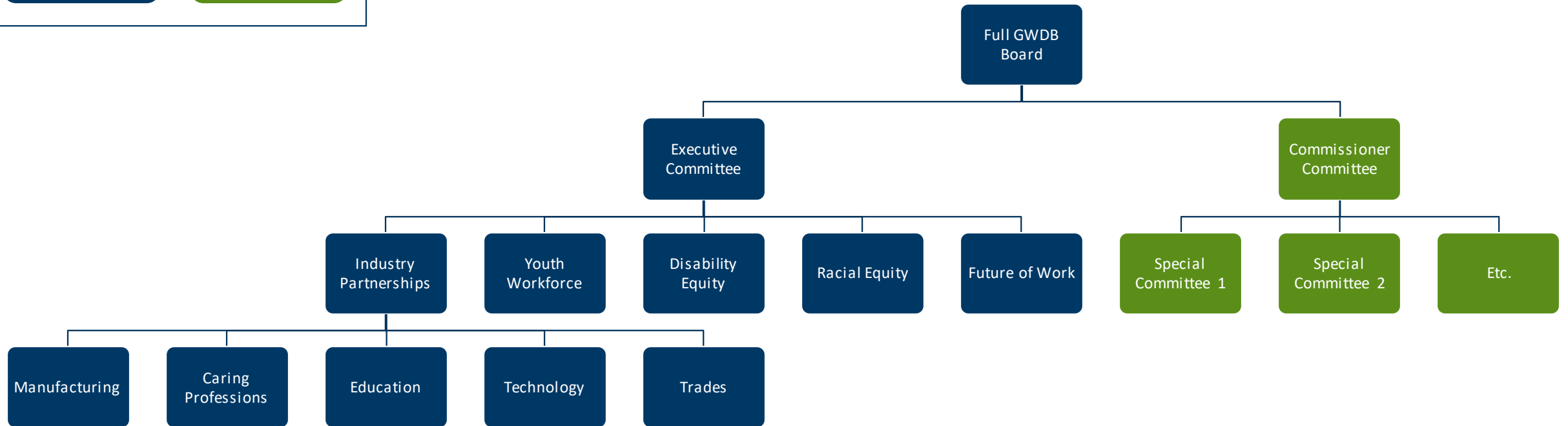
- **Aim 1:** Ensure Enterprise-wide alignment and defined agency ownership of workforce efforts across the Drive for 5 Sectors.
- **Aim 2:** Define metrics and measurable goals to track progress on stated outcomes and timelines.
- **Aim 3:** Ensure effective internal and external communication about statewide talent attraction and retention strategies.

Proposed GWDB Structure

Key

Existing Structures

New Structures



Committee Members and Staffing

Executive Committee

- GWDB Chairperson (also EC Chairperson)
- Vice Chairperson
- Chairs of standing committees
- DEED Commissioner
- MDE Commissioner
- Labor representative
- Education representative
- At-large member
- *GWDB Staff*

GWDB Standing Committees

- Chair or Co-Chair from Industry
- Relevant external partners
- Relevant agency staff members
- *Interagency staffer or co-staffer*

Commissioner Committee

- State agency Commissioners as determined necessary
- *GWDB Staff*

Special Committees

- Commissioner (Executive Sponsor only)
- Senior Leader(s) (Special Committee Sponsor)
- Staff members (SMEs) at relevant agencies
- Other members as needed
- *Interagency staffer or co-staffer*

Discussion Questions

- What excites you about this new Enterprise-wide focus on increasing alignment and coordination?
- Where do you see more opportunities for coordination and alignment between the work of the P-20 and GWDB?
- How will this proposed structure support alignment efforts and strengthen the workforce system in the state?
- What potential issues should we consider and address during the socialization period of the One Minnesota/GWDB alignment and strengthening of the P-20 partnership with the GWDB?
- Are there areas or topics you would recommend prioritizing for interagency alignment activities?

Questions?

Katie McClelland

GWDB Director

Katie.McClelland@state.mn.us



Supporting Information

WIOA's Charge for the State Board

29 U.S. Code § 3111

- *the development, implementation, and modification of the State plan**
- *review of statewide policies, programs, and development of recommendations on actions that should be taken by the State to align workforce development programs**
- *development and continuous improvement of the workforce development system*
- *development and updating of comprehensive State performance accountability measures**
- *identification and dissemination of information on best practices*
- *development and review of statewide policies affecting the coordinated provision of services through the one-stop delivery system*
- *development of strategies for technological improvements to facilitate access to, and improve the quality of, services and activities provided through the one-stop delivery system,*
- *development of strategies for aligning technology and data systems across one-stop partner programs to enhance service delivery*
- *the preparation of the annual performance reports*
- *development of the statewide workforce and labor market information*
- *the development of such other policies as may promote statewide objectives for, and enhance the performance of, the workforce development system**

NGA's High-Performing State Workforce Board Framework

High-performing state workforce development boards fulfill three key roles:

- **Connector:** set and communicate a **vision** for the entire workforce system;
- **Convener:** model and manage **strategic partnerships** that achieve the vision; and
- **Conductor:** use data and accountability systems to **keep the system accountable**.



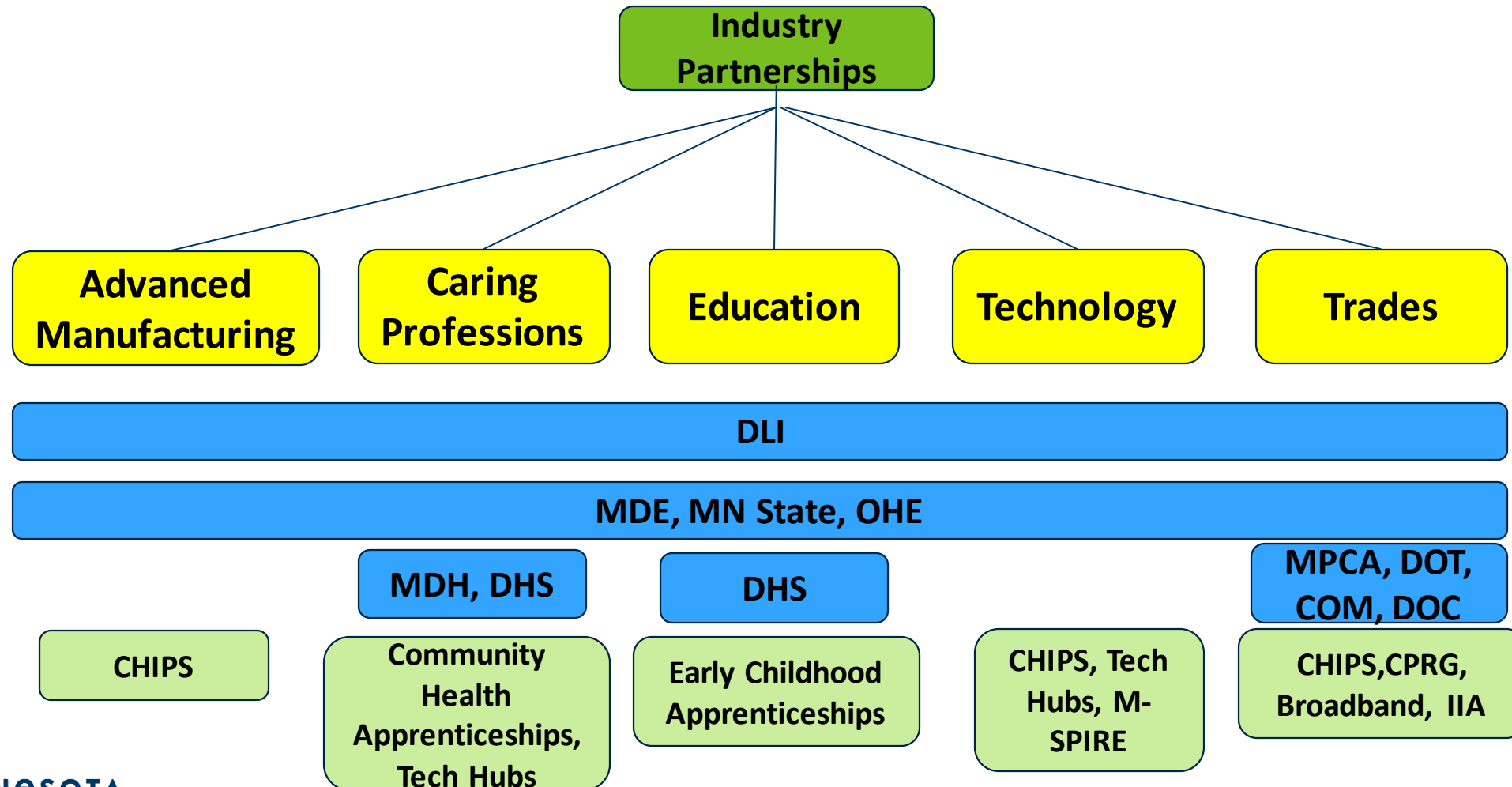
Local and State Boards as Partners

High-performing state workforce development boards are successful **because** they engage their local boards as partners in each of their 3 key roles

- **Connector:** Local boards help develop the system-wide vision and goals
- **Convener:** Local boards mirror, support and inform the state-level model of developing and managing strategic partnerships
- **Conductor:** Data and feedback from local boards is necessary for an accountable and high-performing system



Drive for Five Industry-Led Partnerships State Agency and State/Federal Grant Alignment



Committee Responsibilities

Executive Committee

- Develop performance standards for state workforce centers, with local workforce boards and other stakeholder input
- Submit legislative report on performance and outcomes of workforce centers
- Provide recommendations on funding levels and sources, program changes, and administrative changes
- Addresses legislative issues and make policy recommendations to full GWDB
- Monitors work and products developed other GWDB committees and GWDB staff

Commissioner Committee

- Operate independently
- Prioritize, oversee and align work defined in the Aims in the proposed new Special Committees
- Provide quarterly report on work around Aims to full GWDB & Governor's Office, shared publicly
- Provide information to GWDB standing committees and responds to committees' recommendations
- Prioritize proposed initiatives from Special Committees
- Carry responsibility for outcomes associated with goals and overall Aims

Staff & Special Committee Responsibilities

GWDB & Committee Staff

- GWDB Staff coordinate across all committees to identify and communicate shared priorities/goals/challenges
- Support/coordinate the development of goals, metrics, reports, etc.
- Identify or communicate opportunities for implementation of committee activities to Commissioners and agency staff as appropriate
- Schedule meetings and take meeting minutes
- Support the production of shared documents, resources, reports, etc. as appropriate

Special Committees

- May be short-term or ongoing based on need
- Senior Leaders lead work identified by the Commissioners and interagency/external partners
- Responsible for carrying out the work
- Establish a set of goals/priorities based on the larger goals set by the Commissioners
- Create timelines and implementation plans
- Identify barriers to implementation or goal completion and provide policy, guidance or legislative recommendations to the Commissioners

Katie McClelland

Governor's Workforce Development Board Director

Katie.McClelland@state.mn.us

651-259-7588